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Mandatory Retirement La retraite obligatoire

anada's Supreme Court has rejected arguments that mandatory retirement violated the Charter of Rights. The Court divided 5-2 with the two women justices, Bertha Wilson and Claire L'Heureux-Dubé opposed. The third woman on the bench did not participate because she had been one of the judges in British Columbia who ruled that mandatory retirement was an infringement of the Charter prior to her appointment to the Supreme

CAUT backed the cases of seven professors and a librarian in Ontario and contributed to the case of a professor at the University of British Columbia who challenged mandatory retirement in the universities. OCUFA gave strong support both moral and financial in the Ontario cases. Other

cases from Vancouver General Hospital and Douglas College in British Columbia were joined to the origi-

The Majority Decision

Gerard LaForest wrote for the majority. He held that mandatory retirement did constitute discrimination but that it was justified under section one of the Charter as a reasonable limitation in a free and democratic society. Essentially he ruled that the Court should defer to the legislatures in controver-sial issues of equality rights. "... generally", he said, "the courts should not lightly use the charter to second-guess legislative judgment as to how quickly it should proceed in moving forward towards the idea of equality"

He was pursuaded by employers' arguments that abolishing mandatory retirement would result in labour force problems and would have detrimental effects on younger workers.

The Dissenting Opinion

Claire L'Heureux-Dubé wrote a vigorous dissent. Noting the irony of the Court upholding a rule to which it is not itself subject, she rejected the notion that Bismarck's decision to define age 65 as retirement age had any significance because in the intervening decades, individual's health and society's expectations have changed dramatically.



The Supreme Court has rejected arguments that mandatory retirement violated the Charter of Rights.

The experience of jurisdictions in Canada and the United States which had abolished mandatory retirement simply did not bear out the alarmist predictions of many. She noted in particular the unfortunate effect that mandatory retirement can have on the poor and particularly on women. Many women work in occupations not covered by pension plans. Moreover, childcare responsibilities often mean that women are more susceptible to interrupted work

histories, with the result that they can lose potential

Madame Justice L'Heureux-Dubé added that, in jurisdictions where mandatory retirement has been abolished universities have not been forced to abandon the tenure system, the existing pension programs have remained intact, and there is no evidence of consequential rising unemployment among

younger aspirants seeking work.

What Does it Mean?

The effect of the decision is to create a patch-work of rights for university faculty across the country. In provinces such as Manitoba and Quebec where mandatory retirement has been abolished, the law will remain unchanged. Professors and librarians in such provinces cannot be forced to retire through mandatory retirement schemes. In Ontario, for example, the reverse is true.

The President of CAUT regretted the decision. "Under the Charter, Canada's highest court has generally been progressive in its development of the law. Decisions that stand out for their recognition of the rights of the individual include cases on the rights of women, the entitlement of refugees to a hearing, and the protection of accused men and women. It is distressing to learn that the rights of older women and men are not equally valued in our society, said Bob Kerr.

Flexible, rather than mandatory, retirement is the sensible way to deal with older men and women," Professor Kerr added. "Age affects individuals in widely different ways. Many want or need an opportunity to move into retirement before they reach 65, others remain fully well beyond that age. Mandatory retirement

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Décision de la Cour suprême sur la retraite obligatoire : déception chez les professeurs d'université

La Cour suprême vient de rejeter, par 5 voix contre 2, les arguments selon lesquels la retraite obligatoire est contraire à la Charte canadienne des droits et libertés. Les juges Bertha Wilson et Claire L'Heureux-Dubé ont exprimé les opinions dissidentes. La troisième femme siégeant à la Cour suprême n'a pas participé aux délibérations; elle était l'un des juges de la Colombie-Britannique ayant déclaré la retraite obligatoire contraire à la Charte des droits et libertés avant sa nomination à la Cour suprême.

L'ACPU a donné son appui aux sept professeurs et un(e) bibliothécaire de l'Ontario et s'est associée à la cause du professeur de l'Université de la Colombie-Britannique qui, ensemble, ont contesté la validité de la mise à la retraite obligatoire dans les universités. L'UAPUO a fortement appuyé, moralement et financièrement, les causes de l'Ontario. Les causes des employés du Vancouver General Hospital et du Douglas College de Colombie-Britannique sont venues s'ajouter aux premières.

Décision majoritaire

Dans l'opinion principale, le juge Gérard LaForest écrit que la retraite obligatoire n'est pas discriminatoire, mais qu'elle se justifie selon l'article premier de la Charte puisqu'elle impose une limite raisonnable dans une société libre et démocratique. Essentiellement, il affirme que la Cour devrait s'en remettre aux pouvoirs législatifs pour les cas touchant l'égalité des droits.

[citation]«... dans l'ensemble, dit-il, les tribunaux ne doivent pas invoquer la Charte pour se substituer au jugement du législateur, à qui il appartient de décider du rythme de l'évolution vers le principe de l'évalité»

Les arguments des employeurs l'ont convaincu que l'abolition de la retraite obligatoire entraînerait des difficultés pour la population active et que les jeunes travailleurs en subiraient les effets préjudiciables.

Opinion dissidente

Claire L'Heureux-Dubé s'est prononcée avec vigueur contre l'opinion majoritaire. Soulignant que la Cour maintenait une règle à laquelle elle-même n'est pas soumise, elle a rejeté l'idée selon laquelle la décision de Bismarck de fixer à 65 ans l'âge de la retraite était d'une quelconque importance puisque, depuis la prise de cette décision il y a quelques décennies, la santé de la population et les attentes de la société ont changé considérablement.

L'évolution de la situation au Canada et aux États-Unis, là où l'on a aboli la retraite obligatoire, ne permet pas de corroborer les prédictions alarmistes que bon nombre de personnes avaient formulées. Elle a souligné en particulier les fâcheuses conséquences de la retraite obligatoire pour les pauvres et surtout pour les femmes, car beaucoup d'entre elles occupent des emplois qui ne leur donnent pas accès à un régime de retraite. En outre, les responsabilités qui leur incombent sur le plan de la garde des enfants ponctuent souvent leur vie professionnelle d'interruptions, ce qui les empêche éventuellement de jouir de la protection d'un régime de retraite.

Madame L'Heureux-Dubé a déclaré en outre que, là où l'on a aboli la retraite obligatoire, les universités n'ont pas été contraintes d'abandonner le système de la permanence, les programmes de retraite n'ont pas été touchés et l'on n'a constaté aucune augmentation du taux de chômage chez les jeunes aspirants à la recherche d'emplois.

Que cela signifie-t-il?

Cette décision de la Cour suprême crée un ensemble disparate de droits pour les professeurs d'université au Canada. Au Manitoba et au Québec, par exemple, où la retraite n'est plus obligatoire, la loi ne subira aucun changement. Dans ces provinces, les professeurs et les bibliothécaires ne peuvent pas être mis à la retraite en vertu de régimes prévoyant la retraite obligatoire. Par contre, en Ontario, c'est l'inverse qui est vrai.

Le président de l'ACPU regrette cette décision. «Pour ce qui est de la Charte, le premier tribunal du pays a, dans l'ensemble, fait preuve d'une attitude progressive dans son interprétation de la loi. Parmi les décisions confirmant les droits de la personne, on note les causes portant sur les droits des femmes, le droit des réfugiés à une audition et la protection des hommes et des femmes qui sont sous le coup d'une inculpation. Il est désolant d'apprendre que notre société n'accorde pas le même poids aux droits des hommes et des femmes gais so, a déclaré Bob Kerr.

«Il est plus judicieux d'offrir un choix aux hommes et aux femmes approchant l'âge de la retraite, a ajouté le Pr Kerr. Les effets de l'âge se font sentir de façon fort différente chez l'individu. Bon nombre de personnes recherchent ou-ont besoin qu'on leur donne l'occasion de partir en retraite avant l'âge de 65 ans, tandis que d'autres conservent toutes leurs capacités bien au-delà de cet age. La retraite obligatoire est discriminatoire, aussi bien pour les femmes que pour les hommes, et pose autant de difficultés pour les femmes en milieu universitaire que dans d'autres milieux professionnels. Les lois en matière de droits de la personne qui reconnaissent le bien-fondé des exigences professionnelles constituent le moyen

suite à la page 7

Des Questions?

La rédactrice en chef invite les lecteurs à lui écrire ou à lui soumettre des commentaires ou des suggestions. Les lettres doivent être brèves mais la rédactrice en chef se réserve le droit de les modifier pour des raisons d'espace. Veuillez communiquer avec:

Ellen Henderson

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février	14 janvier
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avril	14 mars
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Comments? Questions?

The Editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fave.

Ellen Henderson, Director, Information Services, CAUT, 294 Albert St., Suite 308 Ottawa KIP 6E6 telephone (613) 237-6885 fax (613) 232-0494 BULLETIN COPY DEADLINES FEBRUARY – JUNE 1991

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President's Message Le mot du président



Mandatory Retirement – Where do we go from here?

ne of the toughest battles that we face in the continuing fight against starvation of the university system is against the myth that underfunding is inevitable. The Supreme Court decision in the mandatory retirement case provides a timely reminder of how widespread this myth has become.

The decision discusses whether, if the Charter applied directly to the universities, mandatory retirement would be a reasonable limit on equality rights. The conclusion is that it would be a reasonable limit in part because "in a dosed system with limited resources" an infusion of new people "can only be achieved by departures of other people". The emphasis is included in the decision.

This above reasoning by the Court is based on the hypothesis that the universities were a branch of government, and contemplates what the law would be in this event. If governments move further in the direction of taking control of the universities, as some seem ready to do, this could become more than a hypothesis.

What the reasoning implies is that, if universities were a branch of govern-

ment, mandatory retirement would still be justified because, of course, universities are a closed system with limited resources. But this is so only because governments have made it so.

This approach contrasts markedly with that of another recent decision in which the Supreme Court effectively told the Ontario government that the administration of justice in the province required a massive infusion of new resources. Unless this happened, the courts in Ontario would have to start dismissing criminal cases because they did not have enough facilities to conduct trials.

The situation in the universities is not without its parallel. The lack of room in the system for the infusion of new people is certainly not because there would be nothing for them to do. The number of students in the system over the last 10 years has grown by 35 percent, while the number of faculty has grown by only 11 percent.

It is government policy, not the natural order of things, that restricts the opportunity to hire new faculty. It is government, not the natural order of things, that creates the condition in which mandatory retirement is needed to infuse new people into the system.

The Court did not, it appears, even think to raise the question whether a

government decision to underfund can justify a violation of Charter rights. The decision concerning the administration of justice in Ontario, on the other hand, ruled that underfunding by government cannot justify a violation of the Charter.

This contrast indicates how much the financial plight of universities has come to be seen as the natural order of things, rather than, as it is, a conscious decision of government.

Ironically, in the foreseeable future it may be that one of the other consequences of underfunding will play a large role in eliminating mandatory retirement for Canadian academics—the pending shortage of university teachers as the numbers trained by the system begin to fall short of the demand. Universities may have to rely on the willingness of older faculty to continue teaching in order to maintain programmes.

In the meantime, the Supreme Court decision makes clear what we must do to eliminate mandatory



President Robert W. Kerr / Le président Robert W. Kerr

retirement. First, it must be negotiated at the bargaining table. Fortunately, many locals have already succeeded in this, providing valuable precedents for others to follow.

Secondly, governments will have to be lobbied to abolish mandatory retirement in those provinces which have not already done so. The Court indicated that the responsibility for new social advances lies with the legislature and we must see that this challenge is pursued.



La retraite obligatoire : Que faisons-nous maintenant?

ans notre lutte continuelle contre l'insuffisance du financement des universités, c'est contre le mythe voulant que le sous-financement soit inévitable que nous devons le plus âprement nous battre. Le jugement de la Cour suprême rappelle de manière fort à-propos combien le mythe s'est répandu.

La décision traite de la question de savoir si la retraîte obligatoire serait une limite raisonnable aux droits à l'égalité si la Charte s'appliquait directement aux universités. La Cour conclut que la limite serait raisonnable en partie parce que «dans un systême fermé ayant des ressources limitées» (...) «on ne peut parvenir» à injecter de nouvelles ressources humaines «qu'avec le départ d'autres personnes». Le jugement met l'accent sur ce postulat.

La Cour fonde le raisonnement cidessus sur l'hypothèse que les universités sont une succursale du gouvernement et considère avec attention ce que serait le droit en de telles circonstances. Si les gouvernements se dirigent davantage vers la prise de contrôle des universités, comme certains semblent déjà prêts à le faire, l'hypothèse pourrait devenir davantage une réalité. Le raisonnement laisse entendre que, si les universités étaient une succursale gouvernementale, la retraite obligatoire serait encore justifiée parce que, bien entendu, les universités sont un système fermé ayant des ressources limitées. Cependant, il en est ainsi seulement parce que les gouvernements l'ont voulu ainsi.

Cette façon de voir les choses tranche de manière frappante sur une décision récente de la Cour suprème de l'Ontario qui a en fait dit au gouvernement de l'Ontario que l'administration de la justice dans la province requérait une injection massive de nouvelles ressources. À moins que cela ne se produise, les tribunaux ontariens devront se mettre à rejeter

des causes criminelles en raison de ressources insuffisantes pour tenir des

La situation dans les universités n'est pas sans rappeler cet exemple. En effet, ce n'est certes pas parce qu'il manque de travail pour les nouveaux arrivants que le système n'a pas de place pour les absorber. Au contraire, depuis plus de dix ans, le nombre d'étudiants fréquentant les universités a augmenté de 35 pourcent contre une hausse de 11 pourcent seulement des professeurs.

Les politiques du gouvernement et non pas l'ordre naturel des choses, diminuent les possibilités d'embauche des nouveaux professeurs. Le suite à la page 5

Status of Women Committee Column Chronique du comité du statut de la femme



Note: Last fall, CAUT Council voted to endorse the submission from CRIAW/ ICREF to the Royal Commission on New Reproductive technologies, highlighting the importance of funding for research to prevent infertility '

hildbearing and Academic Life Women academics who choose to bear and raise children face unique problems. We balance the demands associated with professional advancement (modeled largely on the male traditions) with age-associated imperatives for reproduction. Since the early 1970s, prenatal diagnosis and the legal option to terminate a foetus known to be affected by a severe genetic condition has been available in Canada. This has made it possible for some academic women who are aware of the testing to establish professional careers first and delay childbearing into our mid-30s and beyond.

The Canadian College of Medical Geneticists (CCMG) deliver prenatal diagnosis and genetic screening services in all major medical centres in Canada. The number of women requesting prenatal diagnosis is steadily increasing, not only for late maternal age, but also for an ever widening spectrum of genetic disease.

Our experience in Newfoundland and Labrador is representative of the situation elsewhere: the majority of tests are requested by women in university professions. Some use prenatal diagnosis to obtain early information which will improve the health care of an affected infant at birth, while others choose not to continue the pregnancy that will result in an infant with severe genetic disease.

The CCMG brief to the Royal Commission on the New Reproductive Technologies, noted that the risks inherent in some procedures and the nature of the anomalies to be evaluated mean that prenatal diagnosis is usually initiated late in the first trimester or early second trimester 2 Many congenital anomalies can be identified immediately by ultrasound, but when laboratory processing of cells or tissues is involved, another one to four weeks may be required before the diagnosis is available. As a result, termination will not be sought until the second trimester of pregnancy. As the CCMG comments, even now, few physicians or hospitals will agree to carry out terminations after twenty weeks gestation.

The CCMG holds that women who choose not to continue such a pregnancy should not be forced to

undergo additional maternal health tests. The Council argued that any clause in the criminal code making it a criminal offense for a physician to carry out an abortion must also include a clause that excludes terminations requested after prenatal diagnosis and identification of a foetal anomaly.

On the issue of the organization and regulation of new reproductive technologies, the Council confined itself to discussing prenatal diagnosis. In contrast CRIAW/ICREF discussed in vitro fertilization, contract motherhood, genetic engineering and embryo research, prenatal diagnosis, and artificial insemination. The CCMG recommendations include funding of a National Genetic Health Education Unit to generate, store, and disseminate information concerning genetic risks to the public. In addition, they suggest the establishment of a multi-centre national study on women's attitudes to prenatal diagnosis.

Women academics who choose to bear and raise children face unique problems.

CRIAW/ICREF calls for legislation ensuring women's right to reproductive freedom while protecting us from "over-medicalization". If reproductive technologies are to benefit rather than threaten women's status, CRIAW argues our voices must be heard in all discussions and we must be active participants in organizing new reproductive technologies in Canada.

Notes

¹ Submission from the Canadian Research Institute for the Advancement of Women (CRIAW/ ICREF) to the Canadian Royal Commission on New Reproductive Technologies, 1990.

² Submission to the Royal Commission on New Reproductive Technologies on behalf of the Canadian College of Medical Geneticists. Prepared for the College by the Committee on Ethics and Public Policy. October 23, 1990.

4

Lors de son assemblée de l'automne, le Conseil de l'ACPU a approuvé, à la suite d'un vote, le mémoire de l'ICREF/CRIAW soumis à la Commission royale d'enquête sur les nouvelles technologies de la reproduction qui insiste sur l'importance de financer la recherche pour prévenir l'infertilité!.

es femmes universitaires qui choisissent de mettre au monde des
enfants et de les élever font face à des
problèmes uniques. Elles doivent
établir un équilibre entre les pressions
qu'entraîne l'avancement professionnel, prenant largement modèle
sur les traditions masculines, et les
impératifs de la reproduction associés

à l'âge. Depuis le début des années 1970, les Canadiennes peuvent se prévaloir du diagnostic prénatal et du choix légal d'interrompre une grossesse lorsque le foetus est atteint de graves anomalies génétiques. Grâce à ces techniques de diagnostic, certaines femmes universitaires ont pu asseoir d'abord leur carrière professionnelle et retarder la maternité vers la fin de la trentaine et plus tard.

Le Collège canadien des généticiens médicaux offre des services de diagnostic prénatal et autres tests de dépistage génétiques dans tous les grands centres médicaux du Canada. Le nombre de femmes sollicitant un diagnostic prénatal augmente régulièrement non seulement dans le cas de maternités tardives mais aussi pour les maladies génétiques dont l'éventals s'élargit.

A Statistical Glance at the Changing Status of Women in the Ontario Universities

Prepared by the Council of Ontario Universities Committee on the Status of Women to commemorate the twentieth anniversary of the publication of the report of The Royal Commission on the Status of Women, September 1990.

Full-time Enrolment 18-24 Age Group	1968-6	69 (%)	1988-8	9 (%)	
Men		15.5		18.7	
Women	7.		19.3		
Total	11	.4	19	.0	
Women's Studies Programmes	1969-70		1989		
***************************************	(16		
Full-Time Faculty	1970		1989-90		
	Total Number	% Women	Total Number	% Women	
	9,306	11.8	13,660	20.2	
New Full-Time					
Faculty Appointments	1976	5-77	1988-89		
	Total Number	% Women	Total Number	% Women	
	914	20.8	1,148	36.6	
Full-Time Permanent Non-Academic Staff	1985-86		1989-90		
	Total Number	% Women	Total Number	% Women	
Upper Level Managers	265	10.2	245	15.5	
Middle Managers	1,065	33.1	1,334	42.5	
Professionals	1,939	43.4	2,276	47.7	
Semi-Professionals &	100				
Technicians	3,488	42.4	3,573	48.3	
Supervisors	1,720	68.8	1,135	76.2	
Foremen/women	266	16.5	304	22.7	
Clerical Workers	7,263	88.8	7,504	89.4	
Sales Workers	30	70.0	. 29	65.5	
Service Workers	543	53.6	1,002	46.7	
Skilled Crafts &					
Trades	1,263	4.8	1,236	3.6	
Semi-skilled Manual					
Workers	633	17.9	667	16.0	
Other Manual Workers	1,936	43.6	1,782	45.3	
Total	20,441	57.3	21,087	59.3	

Notre expérience à Terre-Neuve et au Labrador illustre bien la situation prévalant ailleurs : la majorité des femmes demandant à subir des tests occupent des professions universitaires. Certaines recourent au diagnostic prénatal pour se renseigner tôt sur la santé du foetus afin d'améliorer les soins dispensés à un enfant présentant des anomalies à la naissance. D'autres, par contre, choisissent de mettre un terme à leur grossesse lorsque le foetus et atteint de graves anomalies génétiques.

Le CCGM a fait remarquer, dans son mémoire à la Commission royale d'enquête sur les nouvelles technologies de la reproduction, que les risques inhérents à certaines techniques de diagnostic et la nature des anomalies qui seront examinées signifient que le diagnostic s'effectue habituellement vers la fin du premier trimestre ou au début du deuxième trimestre2. L'échographie peut déceler immédiatement de nombreuses anomalies congénitales. Toutefois, lorsqu'il y a manipulation de cellules ou de tissus en laboratoire, il peut s'écouler d'une à quatre semaines avant la divulgation des résultats des tests. La demande d'interruption de grossesse ne se fera donc pas avant le deuxième trimestre. Selon les commentaires du CCGM, peu de médecins ou d'hôpitaux, même à l'heure actuelle, accepteront d'interrompre une grossesse après vingt semaines de gestation.

certaines femmes universitaires ont pu asseoir d'abord leur carrière professionnelle et retarder la maternité vers la fin de la trentaine et plus tard.

Le CCGM soutient que les femmes choisissant de mettre un terme à leur grossesse ne devraient pas être tenues de subir d'autres tests sur leur état de santé. Le Conseil prétend que le Code criminel qui prévoit une clause stipulant qu'un médecin commet une infraction criminelle en effectuant un avortement doit aussi comprendre une clause excluant les interruptions

de grossesse demandées après le diagnostic prénatal et le dépistage d'une anomalie chez le foetus.

Quant à la question de l'administration et de la réglementation des nouvelles technologies de reproduction, le Conseil s'est borné à discuter de diagnostic prénatal. En revanche, l'ICREF/CRIAW a discuté de la fécondation in vitro, des contrats de grossesse, du génie génétique et des recherches sur l'embryon, du diagnostic prénatal et de l'insémination artificielle. Le CCGM a recommandé le financement d'un centre national d'éducation sur la santé génétique pour produire, rassembler et diffuser à la population de l'information sur les risques génétiques. En outre, il a proposé la création de plusieurs centres pour effectuer une étude nationale sur les attitudes des femmes face au diagnostic prénatal.
L'ICREF/CRIAW demande une loi

L'ICREF/CRIAW demande une loi qui assurerait aux femmes le droit à la liberté de reproduction tout en les protégeant de la sur-médicalisation. Si les technologies de reproduction doivent profiter aux femmes plutôt que menacer leur condition, l'ICREF soutient qu'elles devraient se faire entendre dans toutes les discussions et participer activement à l'organisation des nouvelles technologies de reproduction au Canada.

Notes

- Mémoire de l'Institut canadien de recherches sur les femmes (ICREF/CRIAW) présenté à la Commission royale d'enquête sur les nouvelles technologies de la reproduction 1990.
- Mémoire présenté à la Commission royale d'enquête sur les nouvelles technologies de la reproduction pour le compte du Collège canadien des généticiens médicaux. Rédigé pour le Collège par le Comité sur l'éthique et la politique publique. Le 23 octobre 1990.



Mandatory Retirement continued from page 1

discriminates against women just as much as men, and it is as much a problem for women in the academic community as it is in other work environments. Human rights laws which recognize bona fide occupational requirements are the appropriate way to deal with those few situations where it is impractical to deal with each man or woman individually," he said.

Faculty members offered jobs in the hold-out provinces will, of course, have to factor in the potential losses arising from mandatory retirement when they make their initial salary demands.

What Do We Do Next?

The federal government and several provinces have already acted to end this discriminatory employment practice. "Since the courts have declined to intervene, the onus is now

on the hold-out provinces to enact similarly enlightened laws."

"Action can also be taken by faculty and librarians", he said, "through collective agreements. York and Carleton have already amended their agreements effectively to move the age of retirement to 71".

The Executive Director, Donald Savage, noted that there is a North American trend towards the modification and ultimate abolition of mandatory retirement. "The American Congress," he said, "has abolished mandatory retirement, as have many states in the United States. University professors in that country would be covered by this legislation in a few years."

It is ironic that, having just won a victory to maintain mandatory retirement, university presidents in Ontario and British Columbia now realize that in a few short years they will be facing serious shortages of faculty because of demographic factors and a world-wide shortage of faculty in many areas.

Accepting a Job in a Hold-out

Faculty members offered jobs in the hold-out provinces will, of course, have to factor in the potential losses arising from mandatory retirement when they make their initial salary demands.



Le mot du président suite de la page 3

gouvernement, et non pas l'ordre naturel des choses, crée le besoin de la retraite obligatoire pour injecter de nouvelles ressources humaines dans le système.3

Il semble que là Cour suprême n'ait même pas songé à soulever la question de savoir si une décision du gouvernement de sous-financer les universités pouvait justifier une violation de la Charte des droits. Par ailleurs, le jugement relatif à l'administration de la justice en Ontario a décrété que le sous-financement imposé par un gouvernement ne pouvait justifier une violation de la Charte.

Ce contraste démontre à quel point la situation financière des universités est maintennant perçue comme l'ordre naturel des choses plutôt que comme une décision consciente du gouvernement, ce qui est le cas.

Ironie du sort, une autre consequence du sous-financement, soit
la pénurie à venir de professeurs
d'université, causée par le nombre
insuffisant de ceux formés par le
système par rapport à la demande,
pourrait dans un avenir prévisible
contribuer davantage à l'abolition
de la retraite obligatoire. Les universités pourraient devoir s'en
remettre au désir des professeurs
de continuer d'enseigner pour
maintenir les programmes.

Dans l'intervalle, la décision de la Cour suprême nous indique clairement le chemin à suivre pour abolir la retraite obligatoire. Il faut d'abord négocier à la table de négociation. Fort heureusement, de nombreuses associations locales ont déjà réussi dans cette voie, fournissant ainsi des précédents valables que d'autres pourront suivre.

En deuxième lieu, il faudra exercer des pressions sur les gouvernements provinciaux qui n'ont pas encore aboli la retraite obligatoire pour qu'ils le fassent. La Cour a fait savoir qu'il incombe aux assemblées législatives de faire avancer la société et nous devons veiller à ce que ce défi soit relevé.



Taxation of Academics Changing their Country of Employment

The following report was prepared by Don Robertson, C.A. of Robertson & Hill, Chartered Accountants located in Ottawa. The report, commissioned by CAUT, is published in two parts. The first part, in this issue, covers the matters of residency, taxation of non-residents, source deductions and persons who are deemed by Revenue Canada as residents for part of the year Part II, to be published in the February 1991 edition of the CAUT Bulletin, treats deductions for contributions to pension plans, union dues and professional memberships for those whose place of employment changes.

Introduction

Academic exchanges are a fact of life on Canadian campuses. Every year Canadian academics assume teaching or research posts around the world and non-residents arrive to fill temporary positions in Canadian universities. This report offers a summary of some tax considerations and their implications for academics who change their residency status or country of employment. A note of caution, however: if in doubt as to the correct course of action and since the impact on tax payable is often considerable, professional advice ought to be obtained concerning your specific case.

Residency

The term resident is used in the Canada Income Tax Act (hereafter referred to as the Act unless otherwise specified), but is not defined therein. Revenue Canada has issued Interpretation Bulletin IT221R2 which deals with the determination of an individual taxpayer's residence.

To establish non-residency, an individual normally has to take the following actions:

- Leave the country and take his/her family abroad, establishing a permanent home in the new location and stay there except for holidays;
- Sell or rent the former home on a long term lease (one year would be sufficient if the tenant would not accept a longer term and the home continues to be leased or available for lease at the end of the year);
- Terminate bank accounts, credit cards, medical insurance, memberships and family allowance payments at the old location and establish similar arrangements at the new.

Unless individual taxpayers can establish that they have relinquished all important residential ties when leaving Canada, Revenue Canada will continue to tax them as Canadian residents throughout the entire period in question should they be absent for less than two years.

The provisions of Canada's tax treaties with foreign countries must be considered. Where individuals are deemed to be residents in both countries by the respective taxing authorities, there is provision for arbitration between them. Almost all Canada's tax treaties are based on the OECD model convention. That model does not define "resident" except as one who is subject to tax in a country due to domicile, residence, place of management, or other similar criteria.

Section 250 (1) of the Act deems individuals who "sojourn" in Canada for more than 183 days to be Canadian residents. Sojourning means temporarily present. Should a professor come to Canada for 200 days in one calendar year and 100 days the next to teach at a Canadian university and then intend to return to his/her country of normal residence thereafter, this individual probably would be deemed to be resident in Canada during year one, but not year two. He/she would be taxable on income from all sources in year one and only on Canadian income in year two. This section of the Act also may affect those individuals who leave Canada before June 30, but return a sufficient number of days subsequently to accumulate more than 183 days in Canada during that calendar year.

Active Income

Section 115 of the Federal Income Tax Act deals with the taxation of nonresidents' employment and business activities. The subject is covered by Revenue Canada's Interpretation Bulletin 420R2. These rules do not apply if you were resident in Canada for part of the year. In that case, section 114 applies and is discussed elsewhere. Section 115 deals with those who, in the year, had taxable income from:

- a) An office or employment in Canada.
- b) A business carried on in Canada.
- c) Capital gains from taxable Canadian property.



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If you are in receipt of such income you will be required to file a Canadian TI personal income tax return. Revenue Canada supplies special T1 forms for non-residents and a helpful guide to their use.

The receipt of investment income, such as interest, dividends or rents, does not require the filing of a return and is discussed in more detail in the following section. There are other taxable items which are not common and are not discussed in this reserve.

Section 115(2) deems to have been employed in Canada, and therefore subject to tax, non-residents who were full-time students in Canada, students and teachers at universities outside Canada who had previously been resident in Canada, former Canadian residents who have gone abroad to do research and who are in receipt of a grant, and former residents in receipt of Canadian employment income. These individuals are subject to Canadian tax on:

- a) Canadian employment income;
- b) Canadian scholarships, fellowships, bursaries, and prizes in excess of \$500;
- c) Canadian source research grants;
- d) Canadian family allowance payments;
- e) consideration for services to be performed in Canada from the above sources;
- f) business income;
- g) capital gains.

Paragraph 4 of Interpretation Bulletin 420R2 states that expenses detailed in Section 8 of the Act are deductible. These include contributions to registered pension plans, union dues and professional memberships. Paragraphs 16 to 25 of the same Bulletin outline other deductions allowed to non-residents in determining net income. These are contained in Sections 60 to 66 of the Act and include alimony and maintenance payments, RRSP contributions and child care expenses. Moving expenses generally are only allowed within Canada, although section 62(2) specifically permits students to deduct moving expenses from one country to another to attend university.

The credits allowed for personal exemptions and medical expenses are subject to the 90 percent rule. If "all or substantially all" of a non-resident taxpayer's income is earned in Canada (stated by Revenue Canada to be 90 percent), then these credits are allowed, including the portion not used by your spouse.

Finally, Interpretation Bulletin 171R covers the allowance of deductions and credits to arrive at taxable income. These include charitable donations and the personal disability deduction.

Source Deductions - T1 not required

Certain amounts paid to non-residents are subject to Canadian income tax on a withholding basis. The tax is deducted by the Canadian tax payer at a rate of 25 percent. This rate is usually amended by tax treaty to 15 percent or, in some cases, 10 percent. The tax treaty, which applies between Canada and your country of residence should always be consulted. Amounts on which tax is withheld include:

- most non-government interest (note that some interest paid by educational institutions is government guaranteed and therefore exempt);
- 2. dividends
- pensions, retirement benefits, etc. There are exceptions for Old Age Security
 and CPP or QPP payments. There are also exclusions provided by several tax
 treaties. The specific treaty provisions should always be checked.
 Information Circular 76-12R4 is also a helpful publication;
- 4. rents and royalties: as an alternative to the withholding tax on rents, the non-resident may file a T1 personal return and claim expenses including capital cost allowance to arrive at net income. No other deductions are allowed and tax is calculated at the same rates as apply to Canadian residents. Unless an agent is used to manage the property, and a form NR6 is filed with Revenue Canada, the appropriate withholding tax will be made and, if more than the tax on net income, the difference will be refunded;
- alimony payments: remittances of alimony payments to residents of many countries, including many of Canada's major trading partners, are exempted from withholding taxes;
- 6. some other remittances from trusts or corporations. Payments from Canada to non-residents in respect of some types of income may be reported on a TI personal tax return and an election made to be taxed on an alternative basis. These include: alimony, many employer pensions, RRSP payments, DPSP payments, and some other similar benefits. This must be done by June 30 of the following year. All of the income that would normally be reported by a non-resident (employment, business, and capital gains) must be included. Many deductions and credits, including personal exemptions are allowed.

The election to file a Canadian personal T1 income tax return is known as the section 217 election. Those non-residents wishing to avail themselves of this alternative should consult Interpretation Bulletins 163R2, 193 and 262R. Professional advice will likely be required as some pension income is exempt from tax by treaty agreement or subject to special tax treatment. The election is made by submitting a T1 return with a signed letter stating you elect to be taxed according to the provisions of Section 217. Any tax deducted at source on the income included in this return may be claimed as a tax payment. Should this result in an overpayment of tax due, you will be entitled to a refund.

Resident for Part of the Year

Persons moving to or from Canada during a year and taking up residence in the new location are residents of Canada for part of the year. Tax is therefore payable on world income for that portion of the year. There are, however, provisions in tax treaties which take precedence over the general rules. In addition, for the portion of the year you were not resident in Canada, all income from Canadian sources would be taxable in Canada.

When emigrating from Canada, there is an additional complication in that an election may be filed on Revenue Canada's form T2061. This will prevent the application of normal rules which require capital gains tax to be paid on gains accrued to the date of departure. Security must also be provided to ensure the tax on eventual disposition will be paid. An election can be made on a portion of the assets and capital losses can be deducted against gains. If the election is made, you will lose the benefits of the life time capital gains exemption. The cumulative net investment loss rules also affect these decisions. Here again treaty rules may override the Canadian tax laws.

Deductions which are wholly applicable to the period of residence might be used to reduce taxable income. Tax credits for personal items must be prorated on the basis of number of days resident in Canada. Canada has also concluded arrangements with several of its major trading partners which allow expatriates to avoid paying duplicate social security taxes and which co-ordinate the benefits. Health and Welfare Canada or your professional advisor will be able to sort this out for you. There is also provision, in some cases, to recover duplicate payments.

Income tax is calculated using the same graduated rates and brackets which apply to full-time residents. For this reason, where one has an option as to when in the year to cut off employment in one country and move to another, there may be opportunities to be taxed at lower rates in each country than if more of the income had been earned in one.

Conclusion

There are several different points of tax planning for academics to consider in changing their country of employment. Particular circumstances, specific conditions and intentions may determine one's best approach to such decisions. Professional advice and consultation in advance of these activities is recommended, especially where misinterpretation of the law may exact a significantly higher amount of tax payable than otherwise.



Retraite obligatoire suite de la page 2

rationnel de faire face aux situations peu nombreuses où il n'est pas pratique de se pencher sur des cas individuels,» a-t-il ajouté.

Quelle est la prochaîne étape?

Le gouvernement fédéral et plusieurs provinces ont déjà pris les mesures nècessaires pour mettre fin à cette pratique discriminatoire en matière d'emploi. «Puisque les tribunaux ont refusé d'intervenir, c'est aux provinces n'ayant pas emboîté le pas qu'il incombe d'adopter de telles lois judicieuses.»

«Les professeurs et les bibliothécaires peuvent aussi agir,» a-t-il dit, «par le truchement des conventions collectives. Les Universités York et Carleton ont déjà modifié leurs conventions de façon à porter l'âge de la retraite à 71 ans.»

Le directeur général. Donald Savage, a fait remarquer qu'il existe en Amérique du Nord une tendance à modifier et, en définitive, à éliminer la retraite obligatoire. Il a ajouté que le Congrès américain avait aboli la retraite obligatoire, comme plusieurs états américains d'ailleurs et qu'aux États-Unis les professeurs d'université seraient visés par une telle législation dans quelques années.

«Il est ironique qu'étant sortis victorieux de la lutte pour le maintien de la retraite obligatoire, les recteurs d'université en Ontario et en Colombie-Britannique réalisent maintenant qu'ils devront faire face dans quelques années à une grave pénurie de professeurs en raison de facteurs démographiques, et à une pénurie mondiale de professeurs dans de nombreux domaines.»

Les professeurs qui se verront offrir des postes dans les provinces où la retraite est obligatoire à 65 ans devront, il va de soi, tenir compte du manque à gagner éventuel à cet égard lorsqu'ils présenteront leurs exigences salariales initiales.



L'impôt sur le revenu et les professeurs travaillant à l'étranger

Le présent rapport, effectué à la demande de l'Association canadienne des professeurs d'université (ACPU) est l'oeuvre de Don Robertson, comptable agréé chez Robertson & Hill, Chartered Accountants, à Ottawa. Le document est divisé en deux parties : la première traite du statut de résident, de l'imposition des non-résidents, des retenues à la source et des contribuables que Revenu Canada considère comme résidents pendant une partie de l'année, tandis que la seconde, qui paraîtra dans le numéro de février 1991 du Bulletin de l'ACPU, aborde les déductions dont bénéficient les contribuables qui changent de lieu de travail et qui ont versé des cotisations à des régimes de retraite et à des affiliations professionnelles ainsi que des cotisations syndicales.

Introduction

Au Canada, les échanges universitaires sont monnaie courante. Chaque année, les universitaires canadiens acceptent des postes d'enseignant ou de chercheur à l'étranger, et des non-résidents débarquent au pays pour occuper des postes temporaires dans des universités canadiennes. Le présent rapport résume certaines considérations fiscales et leurs répercussions sur les universitaires modifiant leur statut de résident ou leur pays d'emploi. En cas de doute sur les mesures à prendre et vu les répercussions considérables qu'ont souvent les décisions en cause sur l'impôt à payer, nous recommandons fortement aux intéressés de consulter un spécialiste qui se penchera sur leur situation particulière.

Statut de résident

La Loi de l'impôt sur le revenu du Canada (ci-après appelée la Loi, sauf avis contraire) emploie le terme résident sans toutefois le définir. Revenu Canada a publié le Bulletin d'interprétation IT221R2, qui traite du statut de résident d'un con-

Toute personne prenant les mesures suivantes sera normalement considérée comme non-résidente:

- 1. Quitter le pays en compagnie de sa famille, élire domicile permanent à un
- nouvel endroit et y demeurer, sauf pour prendre des vacances. 2. Vendre l'ancienne résidence ou la louer à long terme (un an suffira si le locataire n'accepte pas de louer pour plus longtemps et si la résidence continue d'être louée ou est à louer à la fin de l'année).
- 3. Fermer les comptes de banque et annuler les cartes de crédit, l'assurancemaladie, les abonnements et les allocations familiales envoyées à l'ancienne résidence et prendre des dispositions pour bénéficier de services similaires au nouveau lieu de résidence.

Si le contribuable n'a pas établi qu'il a abandonné tous ses principaux liens résidentiels en quittant le Canada, alors Revenu Canada continuera de l'imposer en tant que résident canadien tout au long de son séjour à l'étranger, si celui-ci est de moins de deux ans.

Il faut se pencher sur les dispositions des conventions fiscales établies entre le Canada et des pays étrangers. Lorsqu'un contribuable possède le statut de résident aux yeux du fisc des deux pays, il faut s'en remettre aux dispositions d'arbitrage prévues entre les deux nations. À cet égard, presque toutes les conventions fiscales signées par le Canada s'inspirent de la convention type de l'Organisation de coopération et de développement économiques. Cette convention ne définit le résident que comme une personne qui, de par son domicile, sa résidence, son siège de direction ou d'autres critères, est soumise à l'impôt sur le revenu. En vertu de l'article 250 (1) de la Loi, toute personne «séjournant» au Canada

pendant plus de 183 jours est considérée comme résident canadien. Par «séjourner», on entend être présent temporairement. Si, par exemple, un professeur demeure au Canada 200 jours au cours d'une année civile et y passe 100 autres jours au cours de l'année suivante afin d'enseigner dans une université canadienne, pour ensuite retourner dans le pays où il réside normalement, alors ce professeur devrait probablement être considéré comme résident du Canada pour la première année, mais non pour la seconde. Ainsi, ses revenus de toutes sources seraient imposables au cours de la première année, mais seul le revenu canadien le serait au cours de la seconde. L'article susmentionné de la Loi peut également toucher les personnes qui quittent le Canada avant le 30 juin et qui y reviennent pendant un nombre de jours suffisant pour accumuler plus de 183 jours au Canada au cours d'une année civile.

Revenus tirés d'activités

L'article 115 de la Loi de l'impôt sur le revenu du Canada porte sur l'imposition dans le cadre des activités professionnelles et commerciales de non-résidents. Le Bulletin d'interprétation 420R2 traite également du sujet. Les règles énoncées ne touchent pas les résidents canadiens à temps partiel, qui sont assujettis à l'article 114 dont il sera question plus loin. L'article 115 vise les personnes qui, au cours de l'année, ont tiré un revenu imposable provenant :

- a) d'un bureau ou d'un emploi au Canada;
- b) d'une entreprise exploitée au Canada;
- c) de gains en capital provenant d'une propriété canadienne imposable.

Si vous tirez un tel revenu de vos activités, vous devrez produire une déclaration d'impôt sur le revenu des particuliers (formulaire T1). Revenu Canada met à la disposition des non-résidents des formulaires T1 spéciaux accompagnés d'un guide d'utilisation des plus utiles.

En ce qui concerne les revenus de placement, par exemple les intérêts, les dividendes et les loyers, il n'est pas nécessaire de produire une déclaration. Ces revenus font d'ailleurs l'objet d'une discussion plus approfondie dans la prochaine section. Soulignons qu'il existe d'autres matières imposables, moins fréquentes toutefois, qui ne sont pas abordées dans le présent document. Conformément à l'article 115 (2) de la Loi, sont considérés comme ayant été

employés au Canada et, de ce fait, soumis à l'impôt, les non-résidents qui ont étudié à temps plein au Canada, les étudiants et les professeurs universitaires à l'extérieur du Canada qui étaient auparavant résidents du Canada, les anciens résidents canadiens qui se sont rendus à l'étranger pour faire de la recherche et qui bénéficient d'une subvention, et les anciens résidents du Canada qui reçoivent un revenu d'emploi du Canada. Pour ces personnes, les revenus suivants seront imposés par le Canada:

- a) revenu d'emploi au Canada;
- b) bourses d'études, bourses de recherche, autres bourses et prix d'une valeur supérieure à 500 \$ octroyés au Canada;
- subventions de recherche provenant du Canada;
- d) allocations familiales versées par le Canada;
- e) contrepartie provenant des sources susmentionnées pour des services fournis au Canada;
- f) revenu d'entreprise;
- g) gains en capital.

Le paragraphe 4 du Bulletin d'interprétation 420R2 stipule que les dépenses énumérées à l'article 8 de la Loi, c'est-à-dire les versements à des régimes de pension enregistrés, les cotisations syndicales et les cotisations à des affiliations professionnelles, sont déductibles d'impôt. Par ailleurs, les alinéas 16 à 25 dudit bulletin font état d'autres déductions consenties aux non-résidents lorsqu'ils calculent leur revenu net. Ces déductions sont décrites aux articles 60 à 66 de la Loi et comprennent les pensions alimentaires et les allocations d'entretien, les versements à des REÉR et les frais de garde d'enfant. En règle générale, les frais de déménagement ne peuvent être déduits que si le déplacement s'effectue à l'intérieur du pays, bien que le paragraphe 62(2) de la Loi permette aux étudiants de déduire leurs frais de déménagement d'un pays à l'autre dans le cadre de leurs études universitaires.

Les crédits alloués au chapitre des exemptions personnelles et des soins médicaux sont soumis à la règle des 90 p. 100. Ainsi, le contribuable non résident qui tire la majorité ou la totalité de son revenu au Canada (c'est-à-dire 90 p. 100, tel qu'établi par Revenu Canada) verra ses crédits acceptés, y compris la portion qui n'est pas utilisée par son conjoint.

En dernier lieu, le Bulletin d'interprétation 171R traite de déductions et crédits pouvant être défalqués du revenu imposable. Ceux-ci comprennent les dons de charité et les déductions pour invalidités personnelles.

Retenues à la source - T1 non requis

Certains montants payés à des non-résidents sont soumis à l'impôt canadien sur le revenu retenu. Le contribuable canadien prévoit un taux d'imposition de 25 p. 100, généralement ramené à 15 p. 100, voire parfois à 10 p. 100, en vertu de conventions fiscales. Les parties concernées doivent toujours tenir compte de ces conventions fiscales établies entre le Canada et les pays étrangers. Il est possible de faire une retenue d'impôt sur les montants suivants :

- 1. Majorité des intérêts non gouvernementaux (soulignons que certains intérêts payés par des établissements d'enseignement sont garantis par le gouvernement, et, de ce fait, ne sont pas imposables).
- 3. Pensions, prestations de retraite, etc. La Sécurité de la vieillesse, le Régime de pensions du Canada et le Régime des rentes du Québec font exception à la règle, au même titre que d'autres exclusions visées par plusieurs conventions fiscales. Les dispositions des traités pertinents devraient toujours être vérifiées. Par ailleurs, la Circulaire d'information 76-12R4 constitue également une source d'information utile.
- 4. Loyers et redevances : aux fins du calcul de leur revenu net, les non-résidents peuvent produire une déclaration d'impôt sur le revenu des particuliers (formulaire T1) et réclamer les dépenses, y compris la déduction pour amortissement, plutôt que d'avoir recours à la retenue d'impôt sur >

les loyers. Toutefois, aucune autre déduction n'est permise et l'impôt est calculé aux mêmes taux que pour les résidents canadiens. À moins qu'un agent ne gère la propriété et qu'un formulaire NR6 dûment rempli ne soit envoyé à Revenu Canada, les responsables au Ministère effectueront la retenue appropriée et, si le montant de celle-ci est plus élevé que l'impôt sur le revenu net, la différence sera remboursée.

 Pensions alimentaires: les pensions alimentaires versées à des résidents de nombreux pays, y compris bon nombre des principaux partenaires commer-

ciaux du Canada, ne feront pas l'objet de retenues d'impôt.

6. Autres versements provenant de fiducies ou de corporations. Il est possible de produire une déclaration d'impôt sur le revenu des particuliers (formulaire T1) et de choisir d'être imposé dans le cas de certains revenus reçus du Canada par des non-résidents, notamment, les pensions alimentaires, de nombreux régimes de retraite d'employeurs, les versements à des REÉR, les versements à des RPDB (Régime de participation différée aux bénéfices) et d'autres avantages semblables. Il faut le faire avant le 30 juin de l'année suivante. En outre, il faut déclarer tous les revenus qu'un non-résident rapporterait normalement, entre autres les revenus d'emploi et d'affaires et les gains en capital. De nombreuses déductions et des crédits, ainsi que des exemptions personnelles sont permises.

Le choix de produire une déclaration d'impôt (formulaire T1) se fait en vertu de l'article 217. Les non-résidents qui veulent se prévaloir de cette possibilité devraient se référer aux bulletins d'interprétation 163R2, 193 et 262R. Ils devront sans doute également consulter des spécialistes puisque certains revenus de pension ne sont pas imposables en vertu de conventions, ou encore ils sont soumis à un traitement fiscal particulier. Le choix s'effectue en produisant un formulaire T1 accompagné d'une lettre signée établissant que vous choisissez d'être imposé conformément aux dispositions de l'article 217. L'impôt sur le revenu retenu à la source qui est indiqué sur le formulaire peut être déclaré à titre de paiement d'impôt. Advenant un paiement en trop, vous aurez droit à un remboursement.

Résident pour une partie de l'année

Les personnes s'installant au Canada ou quittant le pays au cours de l'année afin d'aller s'établir dans un autre pays sont résidents du Canada pour une partie de l'année. C'est donc le revenu fait n'importe où dans le monde qui est imposable pour cette partie de l'année. Les conventions fiscales prévoient cependant des dispositions qui l'emportent sur les règles générales. En outre, pour la partie de l'année où le contribuable n'est pas considéré comme résident du Canada, la

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totalité de son revenu de source canadienne sera imposable au Canada.

Lorsqu'un contribuable émigre du Canada, il se heurte à une complication supplémentaire car il peut faire un choix à l'aide du formulaire T2061 de Revenu Canada. En produisant ce formulaire, le contribuable n'est pas soumis aux règles normales en vertu desquelles les impôts sur les gains en capital doivent être payés sur les gains accumulés jusqu'à la date de départ. Une garantie doit également être fournie pour s'assurer que les impôts seront payés en cas de cession. Le contribuable peut faire un choix sur une partie de l'actif et les pertes en capital peuvent être soustraîtes des gains. Si vous exercez votre choix, vous ne profiterez pas des exemptions à vie sur les gains en capital. Les dispositions régissant les pertes nettes d'investissements sont également à considérer. Une fois de plus, les règles de la convention peuvent l'emporter sur les lois fiscales canadiennes.

Les déductions qui s'appliquent entièrement à la période de résidence peuvent permettre de réduire le revenu imposable. Les crédits d'impôt pour des articles personnels doivent être répartis en proportion du nombre de jours de résidence au Canada. Le Canada a également conclu des ententes avec plusieurs de ses principaux partenaires commerciaux, ententes qui permettent à ses ressortissants d'éviter de payer en double des charges sociales et de coordonner les avantages. Santé et Bien-être social Canada ou votre conseiller professionnel vous fourniront tous les détails pertinents à ce sujet. Par ailleurs, il existe également des dispositions qui peuvent permettre de se faire rembourser les paiements doubles.

L'impôt sur le revenu est calculé à partir des mêmes échelles et taux progressifs auxquels sont soumis les résidents permanents. Ainsi, lorsqu'un contribuable peut choisir le moment de l'année où il mettra fin à son emploi dans un pays pour déménager dans un autre, il pourra probablement payer moins d'impôt dans chaque pays que si la majorité de son revenu avait été gagné dans un seul des pays.

Conclusion

À la lumière de la première partie du rapport, les professeurs peuvent constater qu'il existe plusieurs éléments de planification fiscale à considérer lorsqu'ils changent de pays d'emploi. La situation, des conditions particulières et les intentions peuvent aider à déterminer la meilleure approche à adopter. Nous recommandons le recours à des experts-conseils, particulièrement lorsqu'une mauvaise interprétation de la loi peut se traduire par une imposition de beaucoup supérieure à ce qu'elle devrait être.





Aujourd'hui, j'ai appris quelque chose d'une amie de longue date.

Vous savez, Lucie et moi sommes de grandes amies depuis nos années de couvent. Je pensais tout connaître d'elle...eh bien! elle m'en a appris une bonne à son sujet.

Elle m'a appris qu'elle venait tout juste de modifier son testament pour y inclure un don à la Société Canadienne du Cancer. Et cela, bien qu'elle ait contribué généreusement à plusieurs reprises à la Société. Elle a posé ce geste parce que, dit-elle, le cancer peut être vaincu.

Oui, le cancer doit être vaincu et un legs à la Société est un excellent moyen d'y parvenir.

Si votre notaire ou vous-même voulez en connaître davantage sur la Société et sur ce que nous faisons, téléphonez ou écrivez à la Société Canadienne du Cancer



Cet espace a été contribué comme un service publique.

From The Hill



TIM STUTT: CAUT Government Relations Officer

s Senators fillibustered on the Coods and Services Tax and MPs debated the Persian Gulf crisis, post-secondary education also had a place on the parliamentary timetable last November and December. Four items of particular interest arose during the period from the Remembrance Day Recess of the House of Commons to the end of 1990: Bill C-69, Bill C-62, the 1990-91 Supplementary Estimates and a Private Member's Motion on the creation of a regulatory body for post-secondary credits.

Bill C-69

Bill C-69 (the Expenditures Restraint Act) entered the committee stage before the Senate's National Finance Committee in September after being adopted by the House of Commons last June. This Act will freeze transfer payments to the provinces for post-secondary education and health. Combined with a previous freeze adopted in 1986, Bill C-69 will reduce funding for post-secondary education by almost \$9.1 billion for the period 1986-87 to 1994-95.

Bill C-62

Bill C-62, an Act to amend the Excise Tax Act, is better known to the public under three letters — CST. The Bill reached report stage in the Senate on November 29th and thereafter underwent considerable fillibustering on the part of the opposition Senators.

Both Liberal and New Democrat MPs posed heated questions in the House last November and December on the government's decision to charge GST on books and magazines including academic literature. These questions, along with the Quebec Covernment's decision to suspend the application of the GST on book sales in that province over a oneyear period, demonstrate that the taxation of books will remain in the political spotlight in 1991. To date the Prime Minister has promised only that the government will review this matter after the CST has become law.

Supplementary Estimates

On November 23rd the government tabled its supplementary estimates of \$4.8 billion for the fiscal year ending next March 31st. It also announced that current departmental spending levels would be cut back by \$350 million.

"Because of major and unanticipated expenditures — mostly to support Canadian troops in the Persian Culf — current spending levels in departments had to be reduced to keep program spending on track", said Treasury Board President Cilles Loiselle.

The three federal research councils were among the government organizations that will undergo spending cuts. NSERC will receive a \$260 thousand reduction in funding, MRC will suffer a \$90 thousand cut and SSHRC will undergo a \$110 thousand cut. The government has instructed the councils, along with all other government departments and agencies, to make these cuts primarily in their general administrative expenditures.

Post-secondary Credits

On November 19th the Liberal spokesperson on post-secondary education, Ronald Duhamel (MP for St. Boniface), presented a Private Member's motion in the House of Commons.

The motion called on the federal government to consider the creation of a "regulating body, through Canadian post-secondary institutions or other national organization(s)" for the transfer of post-secondary course credits. The body would have ensured standards governing the credentials of international students in Canada, the transfer of students from one post-secondary institution to another, the

enrollment of degree students in a graduate or second undergraduate program and consideration of work experience in awarding credits towards a diploma or degree.

Bill C-69 will reduce funding for post-secondary education by almost \$9.1 billion for the period 1986-87 to 1994-95.

Mac Harb (M.P. for Ottawa Centre) spoke in support of Duhamel's motion arguing that "The issue of education... will have to become everyone's business, at the provincial, municipal and federal levels. ...We need a catalyst, and that catalyst has to be the federal government."

The government did not share Mr. Duhamel's view on the need for such a regulatory body. In its view, the recent creation of the Canadian Information Centre for International Credentials in cooperation with the provincial governments, the Canadian

Commission for UNESCO and the AUCC fulfills the goals set out by Mr. Duhamel for his proposed regulating body. Therefore, as is often the case for Private Members' motions, the one hour alloted for the discussion of Mr. Duhamel's motion expired without a vote.

Upcoming Business

The first few months of 1991 will give rise to a number of legislative events on Parliament Hill;

- the release of the government's response to the September 1990 report of the Special House of Commons Committee on the review of the CSIS Act and the Security Offenses Act, which is due no later than February 21st;
- the release of a study of a science and technology strategy for Canada by the House of Commons Standing Committee on Industry, Science and Technology, Regional and Northern Development; and
- the holding of public hearings by the government's Royal Commission on Reproductive Technology.

For more information on these and other legislative topics, contact Robert Léger or Tim Stutt (CAUT Covernment Relations Officers) by telephoning (613) 237-6885.



Question Period in the House

November 28, 1990

S

ocial Sciences Mr. Ronald

Duhame! (St. Boniface):
Mr. Speaker, Canada is facing a number of serious social problems such as marital violence, environmental complications, constitutional issues, fative claims, new reproduction technologies, illiteracy, poverty, sexual, physical, psychological and emotional abuse, just to name a few. All such matters relate to humanities.

Humanities have been neglected. Since 1980 the budget of the Council has increased by a mere 23 percent while appropriations for the Natural Sciences and Engineering Research Council have gone up by 77 percent. Humanities researchers account for 55 percent of university scientists by

the government allocates to them only 12 percent of the Social Sciences and 14 humanities Research Council. Three quarters of students applying for doctorate scholarships are turned down despite the shortage of academics in this field. The Canadian Federation is advocating a considerable budget increase, as recommended in the report of the Advisory Council on Science and Technology.

The environmental green plan must acknowledge the determining role of humanities in this field, and a tax credit must be established with a view to encouraging business to invest in research in humanities, as is the case in other research endeavours.

le 28 novembre 1990

Les Sciences Sociales

M. Ronald J. Duhamel (Saint-Boniface): Monsieur le Président, le Canada fait face à une foule de graves problèmes sociaux tels que la violence conjugale, les problèmes environ-



Ron Duhamel

nementaux, les questions constitutionnelles, les questions autochtones, les nouvelles technologies de reproduction, l'analphabétisme, la pauvreté, les abus sexuels, physiques, psychologiques, émotifs, et j'en passe. Toutes ces questions sont du ressort des sciences sociales.

Les sciences sociales ont été négligées. Depuis 1980, le budget du Conseil a augmenté d'à peine 23 pourcent; celui du Conseil de recherches en sciences naturelles et en génie a connu un accroissement de 77 pourcent. Les chercheurs en sciences humaines représentent 55 pourcent des chercheurs universitaires, mais le gouvernement ne leur alloue que 12 pourcent du budget de recherches au CRSH. Trois quarts des étudiants qui sollicitent une bourse de doctorat voient leur demande refusée, malgré une pénurie de ces ressources. Selon la Fédération canadienne, il faut augmenter considérablement le budget tel que recommandé dans le rapport du Conseil consultatif sur les sciences et la technologie.

Le Plan vert sur l'environnement doit reconnaître le róle déterminant des sciences sociales dans ce domaineci et un crédit d'impôt doit être créé en vue d'encourager les entreprises à investir dans la recherche en sciences humaînes, comme c'est le cas pour les autres domaines de recherche.

November 29, 1990

Goods and Services Tax

Mr. Ronald J. Duhamel (St. Boniface): Mr. Speaker, my question is directed to the Minister of National Revenue

Since the Covernment of Quebec has now taken the lead and cancelled its value added tax on books, and since the Minister of National Revenue indicated as recently as yesterday that he would cancel its goods and services tax on books in all probability after it becomes law, if it does come into law, will he today take Quebec's excellent lead and will he, in International Literacy Year, cancel the goods and services tax on all books and learning materials now?

Hon. Otto Jelinek (Minister of National Revenue): Mr. Speaker, the hon, member should get his facts straight before putting a question of that nature.

Yesterday I made several comments to the Canadian Tax Foundation. When asked about the Quebec situa-tion on books, I said: "We can't start fiddling around with the legislation. It would send out a confusing message. In other words, there will be no changes in the legislation before it is

I went on to say that the Prime Minister and the Minister of Finance had said in the past, that once the legislation is implemented we will monitor its effects on the economy, on society, and on specific sectors, and could possibly in future make adjustments. But there will be no adjustments prior to January 1, and the tax will be imple-

Mr. Ronald J. Duhamel (St. Boniface): Mr. Speaker, we will let Canadians decide who has his facts

My supplementay is directed to the Prime Minister. Taxing books and other learning materials amounts to encouraging illiteracy. The 5 to 7 million illiterate Canadians who cost in

Les chercheurs en sciences humaines représentent 55 pourcent des chercheurs universitaires, mais le gouvernement ne leur alloue que 12 pourcent du budget de recherches au CRSH.

excess of \$10 billion a year to the treasury, are often among our poorest fellow citizens. What does the Prime Minister intend to do to help these people learn to read and get them out of this vicious circle of poverty?

Hon. Marcel Masse (Minister of Communications): Mr. Speaker, this government is aware of the importance of cultural industries and cultural sectors as a whole, whether related to publishing, cinema, sound recording or theatre. In most sectors the government has established programs to enable the cultural community to progress to the benefit of all Canadians, and we are pursuing our efforts, Mr. Speaker, including in the publishing field.

29 novembre 1990

La taxe sur les produits et services

M. Ronald J. Duhamel (Saint-Boniface): Monsieur le Président, ma question s'adresse au ministre du Revenu national.

Comme le gouvernement du Québec a fait savoir pas plus tard qu'hier qu'il soustrairait tout probablement les livres à la taxe sur les produits et services une fois que celle-ci aura force de loi - si elle a jamais force de loi - suivra-t-il dès maintenant, en cette Année internationale de l'alphabétisation, tout livres et tout matériel didactique à la taxe sur les produits et services?

L'hon. Otto Jelinek (ministre du Revenu national): Monsieur le Président, le député devrait s'informer avant de poser une question

Hier, j'ai présenté plusieurs observations devant l'Association cana dienne d'études fiscales. Lorsqu'on m'a interrogé sur la décision du gouvernement québécois à l'égard des livres, j'ai dit textuellement qu'on ne pouvait pas commencer à trafiquer le projet de loi, car cela créerait de la confusion, et que, autrement dit, aucune modification ne serait apportée au projet de loi avant son adoption.

J'ai répété ensuite ce que le premier ministre et le ministre des Finances ont toujours dit, c'est-à-dire que, une fois que la loi sera en vigueur, nous surveillerons de près son incidence sur l'économie, la

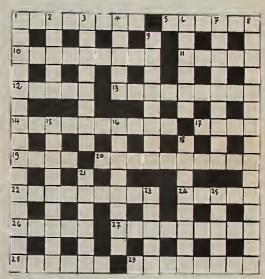
société et des secteurs précis, et nous pourrons peut-être procéder alors à des rajustements, mais pas avant que la taxe n'entre en vigueur, le 1er janvier prochain.

M. Ronald J. Duhamel (Saint-Boniface): Monsieur le Président, laissons les Canadiens décider qui a raison dans cette affaire.

Ma question supplémentaire s'adresse au premier ministre. En taxant les livres et autre matériel d'apprentissage, on favorise l'analphabétisme. Les 5 à 7 millions d'analphabètes fonctionnels au Canada, qui coûtent à l'État au-delà de 10 milliards de dollars par année, sont souvent parmi les plus pauvres. Que compte faire le premier ministre pour faire alphabétiser ces gens, pour leur permettre de sortir de ce cercle vicieux de pauvreté?

L'hon. Marcel Masse (ministre des Communications): Monsieur le Président, le gouvernement actuel reconnaît l'importance de l'ensemble des industries et de l'ensemble des secteurs culturels, que ce soit dans l'édition, dans le cinéma, l'enregistrement sonore ou la scène. Et dans l'ensemble des secteurs, le gouvernement a développé des programmes qui permettent à notre secteur culturel de s'épanouir au profit de tous les citoyens et nous poursuivrons notre action, y compris dans le domaine de l'édition, monsieur le Président.





ACROSS

- Obsession of doomsday for Caesar leads to predicament in the same way.
- Justice or licence 'twas e'er thus!
- 10. Fruit from animal aroma, behold, in
- males. (9)
- A chopper is pointless to Douglas a fundamental truth! (5)
 Two Poles each with article to the left
- of the nose, (5) 13. Pub wise-guy is expert for colleagues! (5,4)
- Location for Lambs Tales? (Not from Shakespearel) (9)
- Superior or head for U. (4)
 Gable with first lady in first. (4)
 Muscles for college enclosure with faith in death wishes. (10)
- "... dry was the desert _ _ out of the sky with the step of a God ..." (Roy Campbell The Palm). (1,4,4)
- Secretary compiler used for rates for compositions. (5)
- 26. Equality at home makes the connection. (3,2)
- Contraction about pipe compound.
- 28. Jabber and chatter when first child is
- young. (6) Pattern set by Eastern member on left in gallery. (8)

- Compiler's greek letter lacks confused ringing on effort for scientific discipline. (15)
- Moderates and gently manoeuvres.
- Categories happy for game. (8)
- Poisonous male indicators laze without fifty. (5)
- Delphic perhaps in a confused or a clear situation. (6)
- Attempt to judge atrociously what practitioner of I down may do. (9)
- Coerce pent music coerced for disci-pline. (8,7)
- Not written musically and not marked. (8)
- "And now they _ _ in grove or green"
 (A Midsummer night's dream). (5,4) 16. Poet hides painful expression for for-
- mer secretary. (8) 18. Used vessel sounds like CFL prize --
- unpolished? (5,3) 21. Start of address to the stupid in Denmark? (6)
- 23. Push gently with force in figure. (5)
- 25. Goddess of fate without a single name. (5)

De la Colline parlementaire

Tim Stutt : Agent des relations avec les gouvernements

Entre l'obstruction des sénateurs sur la Taxe sur les produits et services et le débat des députés autour de la crise du golfe Persique, l'enseignement postsecondaire s'est taillé une place dans le menu parlementaire des mois de novembre et décembre. Du Jour du Souvenir jusqu'à la fin de 1990, quatre sujets d'intérêt pour les membres de l'ACPU ont été à l'étude : le projet de loi C-69, le projet de loi C-62, le Budget des dépenses supplémentaires de 1990-1991 et une motion émanant d'un simple député sur la création d'un organisme de réglementation des crédits de l'enseignement postsecondaire.

Le projet de loi C-69

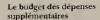
Le projet de loi C-69 (la Loi modificative portant compression des dépenses publiques) est passé à l'étape de lecture au Comité sénatorial des finances nationales après son adoption en Chambre en juin dernier. Le projet de loi gèlera les paiements de transfert aux provinces au titre de l'enseignement postsecondaire et de la santé. Ajouté au gel adopté en 1986, le projet de loi C-69 va réduire le financement de l'enseignement postsecondaire de près de 9,1 milliards de dollars pour la période de 1986-1987 à 1994-1995.

Le projet de loi C-62

Le projet de loi C-62, la loi modifiant la Loi sur la taxe d'accise, est mieux connue de la population sous les vocables de TPS. Le projet de loi a été déposé au sénat le 29 novembre pour être débattu. Les sénateurs de l'opposition ont toutefois fait tout un chahut pour empêcher son adoption.

La décision du gouvernement d'imposer la TPS sur les livres et les revues, y compris les publications universitaires, a suscité de virulentes questions de la part des Libéraux et des Néo-démocrates à la Chambre des communes en novembre et en décembre. Ces questions de même que la décision du gouvernement du Québec de suspendre pendant un an l'application de la TPS sur les livres montrent que la taxe sur les livres demeurera aux premières loges de la scène politique en 1991. À ce jour, le premier ministre a seulement promis que le gouvernement examinerait la question après l'adoption du projet de loi.

...le projet de loi C-69 va réduire le financement de l'enseignement postsecondaire de près de 9,1 milliards de dollars pour la période de 1986-1987 à 1994-1995.



Le 23 novembre, le gouvernement a déposé le budget des dépenses supplémentaires qui se chiffre à 4,8 milliards de dollars pour l'exercice financier clôturant le 31 mars prochain. Il a également annoncé une compression des dépenses courantes du ministère de l'ordre de 350 millions de dollars.

M. Gilles Loiselle, président du Conseil du Trésor, a déclaré : «En raison de dépenses majeures et imprévues — liées surtout à l'appui des troupes canadiennes dans le golfe Persique — les niveaux de dépenses actuels des ministères ont dû être réduits pour que les dépenses de programmes soient maintenues dans les limites prévues.»

Les trois conseils de recherches fédéraux sont au nombre des organismes qui verront leurs dépenses réduites. Le CRSNG accusera une réduction budgétaire de 260 000 \$, le CRSH fera face à des réductions de 110 000 \$. Le gouvernement a demandé aux conseils de recherches de même qu'à tous les ministères et organismes gouvernementaux de sabrer principalement les dépenses administratives générales.

Les crédits postsecondaires

Le 19 novembre, le porte-parole libéral pour l'enseignement postsecondaire, M. Ronald Duhamel, député de Saint-Boniface, a présenté une motion d'initiative parlementaire à la Chambre des communes.

La motion demande au gouvernement fédéral «d'envisager de créer un organisme de réglémentation au sein des établissements d'enseignement postsecondaire canadiens ou d'autres organisations nationales» en vue du transfert des crédits au palier postsecondaire. L'organisme assurerait l'évaluation des diplômes des étudiants étrangers inscrits à des universités

et collèges canadiens, le transfert d'étudiants d'un établissement d'enseignement postsecondaire à un autre, l'inscription d'étudiants à des études supérieures ou à un second programme de premier cycle et l'évaluation de l'expérience de travail pour l'octroi de crédits en vue d'un diplôme ou d'un grade.

Mac Harb, député d'Ottawa centre, a appuyé la motion de Duhamel et a déclaré que «L'éducation (...) va devenir maintenant l'affaire de tous, au palier provincial, comme aux paliers municipal et fédéral. (...) Nous avons besoin d'un catalyseur, et c'est le gouvernement fédéral qui doit jouer ce rôle (...).»

Le gouvernement n'était pas du même avis que M. Duhamel quant au besoin d'un organisme de réglémentation. D'après lui, le Centre canadien d'information sur les diplômes internationaux, créé récement, avec la collaboration des gouvernements provinciaux ainsi que de la Commission canadienne pour l'UNESCO et l'AUCC, atteint les objectifs énoncés par M. Duhamel dans son projet d'organisme de réglementation. Comme il est souvent le cas pour les motions émanant des députés, l'heure consacrée à la discussion de la proposition de M. Duhamel s'est donc écoulée sans qu'un vote ne soit tenu.

Le gouvernement n'était pas du même avis que M. Duhamel quant au besoin d'un organisme de réglementation.

Affaires à venir

Au cours des premiers mois de 1991, l'ACPU se penchera sérieusement sur un certain nombre d'activités parlementaires, notamment:

- la publication de la réponse du gouvernement au rapport du Comité spécial de la Chambre des communes chargé d'examiner la Loi sur le SCRS et la Loi sur les infractions en matière de sécurité rendu public en septembre 1990;
- la publication d'une étude effectuée par le Comité permanent de la Chambre des communes de l'industrie, de la science et de la technologie, du développement régional et du Nord, au sujet d'une stratégie sur les sciences et la technologie;
- la tenue d'audiences publiques de la Commission royale sur les nouvelles technologies de reproduction.

Pour obtenir des renséignements supplémentaires, veuillez communiquer avec Robert Léger ou Tim Stutt (agents des relations gouvernementales) au (613) 237-6885.



Dalhousie University, Halifax, N.S.



Canadianization: A wrap-up of Small Group discussions at October Council

Discussions on our policy statement focused on five issues, and these are summarized below.

The comments recorded indicate that, at the present time, our policy still appears sound. However, many delegates believe that we could lessen the requirements of our policy if we could correct or at least better define the current situation in the Canadian university sector and eliminate personnel shortages.

Three types of shortages were identified. The first stems from the aging of faculty members and librarians. The general consensus was that those responsible should concentrate on human resources planning to better meet the requirements of each post-secondary institution while taking employment equity policies into account. Incentives which encourage students to pursue studies at the graduate level and which promote careers in academia should be adopted.

The second type of shortage, which is seen as artificial by several people, comes not from a lack of competent employees but rather from working conditions which are considered less

attractive than those offered in the private or public sectors. Several delegates suggested that those responsible should take it upon themselves to promote teaching in these sectors while trying to compete effectively with private and public enterprise. Finally, several delegates complained about the underfinancing of post-secondary education.

Certain participants put forward the idea of creating a data bank on the number of Canadians holding a Ph.D. and using the bank as a planning tool.

The third type of shortage has evolved from the development of high-tech sectors and is closely linked to the current position of the CAUT regarding two-tier hiring process.

Though several delegates favour maintaining a two-tier hiring process, others question its efficiency, and still others believe the procedure to be too rigid. Recent developments, following exchanges between the CAUT, the AUCC and the Ministry of Employment and Immigration, lead us to believe that a satisfactory agreement among these three parties

can be worked out in the near future.

However, for many delegates, when the AUCC asks that certain positions be exempted from the two-tier hiring process, incentive measures should immediately be established to attract applicants and to correct the situation promptly while taking into account employment equity policies.

Regardless of the linguistic group involved, it seems that CAUT policies in the area of canadianization must remain uniform. Once again, the delegates believe teaching and research should be promoted in Canadian universities; they also feel that the attitude of several administrators must be changed when it comes to the quality of Canadian professors.

As for free trade between Canada and the United States, several participants believe that the accord can affect us in two ways. Firstly, American professors invited to Canada may find themselves at an advantage in this agreement. Several delegates question the principle of reciprocity described in the FTA. Secondly, several delegates believe that this clause of the Free

Trade Agreement will perpetuate the disparity which now exists between men and women in the Canadian university setting.

In conclusion, the participants felt that graduate studies should be given greater value through a number of incentive measures. Everyone recognizes that the current infrastructure allows for the admission of a greater number of doctoral candidates, but that financial constraints restrict the number of registrations or limit access to doctoral studies.

The delegates also believe that the CAUT, in conjunction with other members of the post-secondary sector, and in keeping with employment equity principles, should try to promote teaching and research in universities and should encourage potential students to pursue doctoral studies.

These were the opinions expressed during the small group discussions. If you have additional comments, feel free to send them to us before the next Council scheduled for January of 1991.



CAUT Policy on Canadianization

Since 1977 CAUT's policy on Canadianization has had, as its cen-

a) openings available at Canadian universities should be made known to Canadians by means of advertisements in the CAUT Bulletin and University Affairs and by formal and informal employment services, including departments of manpower or labour. Such searches must not be avoided or their purpose defeated by appointments made on the basis of personal contacts only;

b) the appointment of a person who is not a Canadian or legally a resident of Canada should be justified to the satisfaction of a university or faculty committee.

Recently the CAUT executive appointed an ad hoc committee consisting of Claude Dionne (Moncton), Joyce Lorimer (Wilfrid Laurier) and Mark Sandilands (Lethbridge) to review the 1977 Council position.

The Committee requests that individual members concerned about the policy write to the Committee on Canadianization, c/o CAUT, 294 Albert Street, bureau 308, OTTAWA K1P 6E6.

Specifically, please provide views on:

- whether the 1977 Council position is still valid — whether it should be strengthened, weakened, maintained or abolished;
- what you think about the current CAUT position on two-tier advertising; and,
- whether there are other ways of encouraging Canadian universities to play a positive role in the enrichment of the Canadian community and national identities, as the 1977 policy suggested.

For more information about the CAUT Canadianization policy, please see the October 1990 Bulletin.



La politique de l'ACPU sur la canadianisation

Depuis 1977, le principe essentiel de la politique de l'ACPU sur la canadianisatinn est le suivant:

a) les postes disponibles dans les universités canadiennes doivent être portés à la connaissance des Canadiens par le moyen d'annonces dans le Bulletin de l'ACPU et dans Affaires universitaires ainsi que par d'autres services de placement officiels et officieux, y compris les ministères de la maiud'oeuvre ou du travail. Il ne faudrait pas éviter cette recherche ou la rendre inutile en ne faisant les nominations que sur la base de contacts personnels;

b) la nomination d'une personne qui n'est pas un Canadien ni légalement un résident du Canada devrait être justifié à la satisfaction d'un comité de l'université ou de professeurs.

Le comité de direction de l'ACPU a fecemment mis sur pied un comité spécial formé de Claude Dionne (Moncton), Joyce Lorrimer (Wilfrid Laurier) et Mark Sandilands (Lethbridge) ayant le mandat d'examiner la position du Conseil de 1977. Le comité demande que les membres intéressés à cette politique écrivent au comité a/s de l'ACPU, 294, rue Albert, bureau 308, Ottawa, K1P 6F6

Veuillez plus précisément donner votre opinion sur les points suivants:

- Est-çe que la position de 1977 du Conseil est encore valable; faudrait-il la renforcer, l'affaiblir, la maintenir ou l'abolir;
- Que pensez-vous de la position actuelle de l'ACPU sur le recrutement à deux paliers; et
- Est-ce qu'il existe d'autres moyens d'inciter les universités canadiennes à jouer un rôle positif dans l'enrichissement de la communauté canadienne et de l'identité nationale, comme le suggère la politique de 1977.

Pour obtenir plus de renseignements sur la politique de canadianisation de l'ACPU, veuillez consulter le Bulletin d'octobre 1990.



Canadianisation : Compte rendu des discussions en petits groupes

Cinq questions ont été abordées lors de nos discussions au sujet de notre énoncé de politique. Elles sont résumées dans le texte qui suit.

Les commentaires recueillis nous permettent d'affirmer que dans le contexte actuel notre politique semble toujours valable. Cependant, nombreux sont les délégué(e)s qui pensent que l'on pourrait diminuer les exigences de notre politique si on arrivait à corriger ou à mieux cerner la situation actuelle en milieu universiaire canadien et combler la pénurie en matière de ressources humaines.

Trois types de pénuries sont identifiées. Le premier type est attribuable au vieillissement des membres du corps professoral et des bibliothécaires. De l'avis de tous, il est nécessaire que les personnes concernées s'intéressent à la planification en matière de ressources humaines afin de répondre adéquatement aux besoins de chacun des établissements universitaires tout en tenant compte des politiques d'équité en matière d'emploi. Des mesures incitatives devraient être adoptées afin d'encourager les diplômés à poursuivre des études avancées et valoriser la poursuite d'une carrière en milieu universitaire.

Un second type de pénurie, artificiel selon plusieurs, est le résultat non pas d'un manque de ressources humaines compétentes mais plutôt du résultat de conditions de travail jugées non compétitives ou moins attrayantes que celles du secteur privé ou gouvernemental. Plusieurs délégué (e)s ont suggéré qu'il est de la responsabilité des personnes concernées de valoriser l'enseignement dans ces secteurs d'activité tout en essayant de devenir concurentiel aux secteurs privé et gouvernemental. Enfin, plusieurs déplorent le sousfinancement de l'enseignement postsecondaire.

Certains ont mentionné la création d'une banque de données au sujet du nombre de Canadiens et de Canadiennes qui détiennent un Ph.D. comme un outil de planification.

Le troisième type de pénurie est attrihuable au développement des secteurs de pointe. Cette forme de pénurie est reliée de près à la position actuelle de l'ACPU sur le recrutement à deux naliers.

Bien que plusieurs délégué(e)s soient en faveur du maintien du recrutement à deux paliers, certains doutent de son efficacité, tandis que d'autres pensent que cette procédure est trop rigide.

De récents développements, suite aux échanges entre l'ACPU, l'AUCC et le Ministère de l'Emploi et Immigration, nous portent à croire qu'il sera possible d'en arriver à un accord satisfaisant pour les trois partis en cause dans un proche avenir.

Toutefois, pour de nombreux délégué(e)s lorsque l'AUCC demande que certaines positions soient exemptes de la procédure à deux paliers, il faudrait que des mesures incitatives soient immédiatement mises en place afin d'attirer des candidat(e)s et de corriger la situation dans un avenir prévisible tout en tenant compte des politiques d'équité en matière d'emploi.

Indépendamment du groupe linguistique, il semble que les politiques de l'ACPU en matière de canadianisation doivent être uniformes. Encore une fois, les délégué(e)s affirment qu'il est nécessaire de valoriser l'enseignement et la recherche dans les universités canadiennes et qu'il est aussi nécessaire de changer ou de modifier l'attitude de plusieurs dirigeants au sujet de la qualité des professeur(e)s canadien(ne)s.

Au sujet du libre-échange entre le Canada et les États-Unis, plusieurs participant(e)s croient que cette situation peut nous affecter de deux façons. Premièrement, elle peut s'avérer être une étape plus facile à franchir pour les professeur(e)s de nationalité américaine invité(e)s au Canada.

Selon les commentaires de plusieurs, on met en doute le principe de réciprocité décrit dans l'entente. Deuxièmement, plusieurs délégué(e)s sont d'avis que cette clause de libre échange va continuer à maintenir la disparité existante entre les femmes et les hommes en milieu universitaire canadien.

En guise de conclusion, les participant(e)s sont d'avis qu'il est nécessaire de valoriser la poursuite des études graduées en adoptant une série de mesures incitatives. Tous reconnaissent que les infrastructures actuelles permettent d'accueillir un plus grand nombre de doctorats mais les contraintes financières imposent des limites au nombre d'inscriptions ou encore à la poursuite des études doctorales.

Les délégué(e)s sont d'avis que l'ACPU conjointement avec les intervenants impliqués dans le secteur de l'éducation postsecondaire doit chercher à valoriser l'enseignement et a recherche en milieu universitaire et encourager les étudiant(e)s potentiel(le)s à poursuivre des études doctorales tout en respectant les principes d'équité en matière d'emploi.

Ce sont les opinions exprimées lors de nos discussions en petits groupes. Si vous avez des commentaires additionnels, n'hésitez pas à nous les faire

Des chiffres et des lettres

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Utilisez les six nombres, au plus une fois chacun, pour arriver au total, ou le plus près possible du total. Vous pouvez additionner, soustraire, multiplier ou diviser. UNE MINUTE par problème!

Exemple: 6 5 25 4 50 25 319 Solution: [(25+50) x 4] + 25-6=319

1. 25 8 8 5 75 2 358 2. 25 10 2 7 8 100 514

3. 50 2 9 3 10 4 341 4. 50 25 6 4 3 1 352

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Exemple: T E S E Q O P R Z Solution: PORTEES (7)

1. TSAFELICI

2. REYOXEDAP

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4. TEXUNMAPO

Solution des jeux du mois passé

 $(50 \times 4) + 10 + 3 + 8 = 221$ $[(9-1)/2] \times (75-3) + 25 = 313$ $(10-3) \times 7 \times [(50/25) \times 8] - 784$ $[(5+6) \times 7 \times 3] + (9 \times 8) = 303$

COUDIÈRE (8) RÉGICIDE (8) ACCORDÉES (9) UNANIME (7)

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Public Backs More Spending on Science

Results of a recent Angus Reid survey show that Canadians would like to spend a lot more on science and technology.

Nearly three-quarters of those surveyed — 72 percent — felt that all of science, both basic and applied, should be given a higher priority. Three percent said it should be de-emphasized.

Asked to choose which of eight scientific and technological areas is most deserving of support, the group ranked environmental research as their top priority. Nearly 84 percent wanted more attention given to it.

This was followed by research on cancer (74 percent), other diseases such as cystic fibrosis and diabetes (73 per cent), AIDS (71 percent), industrial and manufacturing science (60 per cent), computer and software technology (50 percent), biotechnology and genetic research (48 percent) and finally what was called "space exploration technology" (22 percent).

The big surprise was the low ranking given to space technology — an area in which Canada will have spent roughly \$1.3 billion between 1988 to 1993. The largest percentage of people polled (39 per cent) felt too many resources were given to space research. An almost equal number (37 per cent) said it should remain the same.

About 42 percent of the women, but 32 percent of the men, felt too many resources were going into space-related efforts.

The survey is considered statistically accurate within 2.5 percentage points.

The Globe & Mail December 1, 1990



Letters to the Editor À la rédactrice



Canadian academics have, on numerous occasions, been called on to express their solidarity with colleagues in many parts of the world. One recent case in Guatemala, however, exemplified some novel ways that CAUT members and Canadian academic institutions have acted to defend human rights in the Third World.

n September 11th, anthropologist Dr. Myrna Mack was assassinated as she left her office in AVANCSO (the Association for the Advancement of Social Sciences in Guatemala). Myrna received 16 stab wounds as she attempted to get into her car; the assailants fled after attempting to make the motive for the crime appear to be theft. She had been active in research concerning how persons displaced by the Guatemalan Army's counterinsurgency campaigns were managing to survive in new rural communities of the highlands.

Following AVANCSO's lead, academic institutions in the U.S. and Canada began a campaign of publishing campos pagados (or paid ads) in the Guatemalan press. This was necessary to (a) maintain the visibility of the case while carefully denouncing the murder, (b) demand a thorough investigation, and (c) ensure the future security of colleagues engaged in this important and legitimate work.

Several Canadian academic institutions responded to the campaign: McMaster in Hamilton, University of Toronto Law, Carleton in Ottawa, the Association of

Catholic Colleges and Universities of Canada, all the Canadian academic institutions of the Jesuit religious order, as well as the Canadian Association for Latin American and Caribbean Studies and Canada-Caribbean-Central America Policy Alternatives. This allowed six ads to be published in the Guatemalan press, precisely in the days following the recent Guatemalan elections.

The importance of this response by Canadian academics cannot be overstated. The Guatemalans felt that it would not be possible to have the case denounced in the usual manner by human rights groups, because this could bring even more adverse attention to Myrna's colleagues. Rather, the decision was made to focus on responses from academic institutions, and make the case that if academic freedom did not exist in the country, then it would be impossible for a series of economic aid projects and feasibility studies to proceed apace. Canadians responded even beyond the expectations of the campaign's organizers, and several professors remain committed to maintaining their network to be able to respond to future emergencies as necessary.

Any readers interested in adding their names to the list of persons willing to respond to urgent actions in favour of Central American academics should contact Joe Gunn, Canadian Academics for Central America, c/o The Jesuit Centre for Social Faith and Justice, 947 Queen St. E., Toronto, Ontario M4M 119.



Like Charlotte Gray, the author of the article "High Tech Blues", I was taken aback by Prime Minister Mulroney's receipt of an award by the Weizmann Science Institute. When I wrote to Israel, I received the following response, which may interest you.

Daniel Stone University of Winnipeg Professor Dvoretzky, the former President of the Institute, referred your kind letter of the 14th of March to me. Let me try and comment on your remarks.

As you might have been aware from the various press reports, the Canadian Friends Association of the Weizmann Institute celebrated this year its 25th anniversary. The association has been over the years extremely helpful to the Institute, in particular, in the construction of two major scientific facilities: the Koffler accelerator and the Canadian centre for energy research, which is engaged in solar research. Obviously the Institute and its President, Prof. Harari, wanted on this occasion to honour not only its own friends but also the Canadian

people and the Canadian Jewish community.

I can think of hardly a more suitable form to do this than by presenting an award to the elected head of the Canadian government, who, through the mere fact of having been twice chosen as leader of his country, represents certainly for all outsiders the people of Canada.

I am sorry to hear of the Canadian government's attitude to science and research. I am afraid that Canadian science is unfortunately not alone in this predicament. Yet I do feel that if the Institute wanted to honour the country and its people it could do hardly less than it did.

Thanking you for your interest, I remain

Hanan Bar-On Weizmann Institute of Science I wonder what, if anything, has been established to assist academics who are Canadian citizens and who occupied posts at the University of Ruwait. It would seem that the Canadian government should provide emergency funding to permit these colleagues to re-enter the academic community here, hoth for their own benefit and so that their talents and training will not be lost to the world of scholarship and education.

At least three mathematicians who are Canadian citizens were forced to flee as a result of the Iraqui invasion so vigorously condemned by Canadian and other governments. There may well be more. I have not obtained or sought any systematic information. Perhaps the CAUT could request the full data from External Affairs.

The three of whom I am aware have had to shift for themselves. At least one of them lacks even temporary employment.

I would like to ask the CAUT to approach the government and seek the cooperation of the AUCC and professional organizations to this end.

Sincerely yours, Lee Lorch York University





The University of Calgary

Nouvelles brèves du Québec



FAPUQ : Un colloque sur le financement des universités

par Marie LeComte

e sous-financement des universités au Québec suscite de vives discussions chez les personnes et les organismes qu'intéressent les questions universitaires. La participation au Colloque sur le financement des universités au Québec, tenu le 23 mars dernier, sous les auspices de la FAPUQ en témoigne. Des personnalités provenant de tous les horizons, notam-ment, Messieurs Pierre Lucier, Patrick Kenniff et Robert Léger, ainsi que Madame Madeleine Perron, se sont efforcées d'expliquer le mode de financement des universités au Québec et ses dysfonctions. Nous rapporterons dans les paragraphes qui suivent, les propos de MM. Lucier et Kenniff et ceux de Mme Perron. M. Léger étant de l'ACPU et les positions de l'Association ayant déjà été présentées dans ces pages, nous avons cru bon de nous attarder aux contributions des autres partici-

Quelques paramètres pour l'analyse...

M. Pierre Lucier, ancien président du Conseil des universités et actuel sousministre à l'Enseignement supérieur et à la Science, a fait état du contexte général du financement des universités du Québec. Il a rappelé que les subventions les plus importantes sont versées par le Couvernement du Québec. Elles constituent, avec les frais de scolarité, les seules ressources utilisables sans restrictions. La participation fédérale, qui diminue constamment, provient surtout des transferts fiscaux, comme le Financement des programmes établis (FPE). En outre, des particuliers et des corporations contribuent au financement des universités par des subventions, des contrats et la participation aux campagnes de levée de fonds.

La formule actuelle de financement des universités est, avant-tout, historique. Elle est tributaire de facteurs comme la capacité financière générale de l'État, la hiérarchisation des diverses priorités publiques, les besoins des universités et la nécessité de respecter des objectifs d'accessibilité et d'excellence. Elle est fondée sur le montant de subvention de l'année 1968-1969 et sur les variations des effectifs étudiants selon l'équivalence temps plain. Ce montant a évolué selon les conjonctures finan-

cières et sociales. Il a évolué selon des normes et des critères qui ont eux-mêmes variés. Parler du niveau des subventions, c'est parler des règles de variation.

Selon M. Lucier, l'année 1989 a marqué une étape importante dans le redressement des bases historiques du financement des universités. Dès 1988, le Conseil des universités parlait d'un sous-financement de 120 millions de dollars. Des subventions additionnelles furent ajoutées pour corriger les déviations de la formule de financement. Tantôt en applicant les normes en vigueur pour les variations annuelles, tantôt en procédant par «ajustements particuliers», on a corrigé 56 pourcent du sous-financement des universités. De cette façon, les bases furent accrues avant de continuer leurs cycles annuels

En guise de conclusion, M. Lucier a rappelé les positions du Conseil des universités relatives au financement de ces dernières. Le Conseil est d'avis qu'une politique de financement devrait aborder la couverture adéquate des besoins, et tenir compte des deux missions fondamentales de l'Université: l'équilibre entre l'autonomie institutionnelle et la cohérence avec le système à l'intérieur duquel elle fonctionne.

La contribution du Fédéral au financement des universités québécoises : le Financement des programmes établis (FPF)

programmes établis (FPE)
M. Patrick Kenniff, recteur de
l'Université Concordia et président de
la CREPUQ, a également contribué à la
compréhension du financement des
universités québécoises en approfondissant la question de la participation du
gouvernement fédéral par l'intermédiaire du Financement des programmes
établis (FPE). Ce dernier a succédé à la
Loi de 1967 sur les programmes fiscaux
entre le gouvernement fédéral et les
provinces.

En 1977, la Loi sur les accords fiscaux entre le gouvernement fédéral et les provinces relatifs aux contributions fédérales en matière d'enseignement postsecondaire fut adoptée. Cette loi instituant le FPE, régit la participation du gouvernement fédéral aux programmes d'assurance hospitalisation, d'assurance maladie et d'enseignement postsecondaire. En vertu de cette loi, les contributions fédérales aux soins de santé et pour l'enseignement postsecondaire sont établis indépendamment des dépenses provinciales.

Pour bien comprendre le programme, il faut savoir que le montant total des droits au titre du FPE est établi en multipliant un montant per capita par la population de la province. L'année de référence pour l'établissement de ce per capita a été l'année 1975-1976 et il était de 212,65 \$ pour l'ensemble que constituent la santé et l'enseignement postsecondaire. En 1989-90, le per capita a attein 755,31 \$. Multiplié par la population du Québec, il génère des droits de 5,1 milliards de dollars résultant de transferts en estrèces.

'Ce transfert aux provinces est inconditionnel. Aussi, les provinces peuventelles disposer comme elles l'entendent des sommes reçues. Le paiement du Fédéral aux provinces est constitué d'un transfert de points d'impôt et d'un versement en espèces qui représente la différence entre le montant total auquel a droit une province (i.e. le per capita multiplié par sa population) et le produit des points d'impôt.

D'autre part, seuls les transferts en espèces apparaissent dans le budget fédéral. Lorsque surviennent des compressions dans ce Programme, ce sont les transferts en espèce qui sont touchés dans la mesure où ceux-ci constituent le résidu que le Fédéral doit verser une fois connues les recettes provenant des points d'impôt qui ont été cédés aux provinces.

Au cours de la période allant de 1977 à 1982, les transferts au titre du FPE ont évolué au même rythme que le PNB. Par la suite, sous l'impulsion de la récession économique, les choses ont commencé à se gâter. L'année 1982-1983 marque l'abolition de la compensation pour le Programme de garantie de recettes (ce Programme visait à protéger les provinces contre toute perte consécutive à la réforme de 1977). Les années 1983-1984 et 1984-1985 voient l'adoption de la Loi C-12 qui scinde les transferts relatifs à l'enseignement postse-condaire et à la santé. En vertu de cette loi, la croissance du transfert au titre de l'enseignement postsecondaire est limitée à 6 pourcent et 5 pourcent, alors que celle du secteur de la santé augmente au rythme du PNB. Les années 1986 à 1990 voient l'adoption de la loi C-96 qui limite la croissance des transferts au titre du FPE à celle du PNB moins 2 pourcent. Suite aux dispositions du budget Wilson, les années 1990-1991 et 1991-1992 verront le gel des transferts au titre du FPE. Cela devrait se traduire pour le Québec par un manque à gagner de 221 millions de dollars et de 390 millions de dollars respectivement, pour ces deux années.

L'austérité budgétaire dans les universités : les points de vue des départements

Suite à la présentation de MM. Lucier et Kenniff sur la mécanique du financement des universités, Mme Madeleine Perron, professeure à l'Université Laval, s'est efforcée de déceler l'effet des grands objectifs politiques du financement public des universités sur le fonctionnement des départements.

Selon Mme Perron, les problèmes de financement des universités ont été la source de la détérioration des conditions de travail des professeurs. En effet, le mode de financement, conjugué à la politique gouvernementale d'accessibilité, incite dans certains secteurs, à la course aux clientèles. Ces dernières sont constituées d'étudiants plus âgés fréquentant l'université à temps partiel. Même les étudiants à temps plein partagent leur temps entre les études et le travail pendant l'année scolaire. En conséquence, le rapport aux études est radicalement transformé et le travail des professeurs s'en trouve compliqué. Il y a donc absence de consensus entre le gouvernement et sa politique d'accessibilité et les directions des départements qui doivent l'assumer et la gérer.

D'autre part, l'austérité financière a ralenti le développement des effectifs professoraux. Aucun incitatif n'a poussé à renouveler le personnel enseignant, excepté dans les secteurs établis comme prioritaires par le gouvernement. Pour composer avec l'accroissement des effectifs étudiants, on a misé sur l'embauche de chargés de cours et de personnel enseignant d'appoint. Cette coexistence de plusieurs corps enseignants est en voie de s'institutionaliser par le biais de la syn-

Scion Mme Perron, l'introduction de subventions pour les frais indirects de la recherche, 21 millions de dollars en 1989-1990, sera très bien reçue dans les universités. Les incitatifs qui poussent les professeurs à réaliser de la recherche subventionnée sont déjà nombreux. Par contre, si les pressions continuent de s'accroître, l'équilibre entre la fonction d'enseignement et la fonction de recherche deviendra encore plus fragile.

La FAPUQ et le financement des

Depuis une dizaine d'année, les universités québécoises, tant anglophones que francophones, ont perdu plus d'un milliard de dollars et les perspectives d'avenir sont très sombres. Comme le rappelait M. Michel M. Campbell, lors du Colloque, c'est la pérennité de l'enseignement supérieur qui est en jeu si l'on ne se préoccupe pas sérieusement du financement des universités. La FAPUQ, par le biais de son Comité des affaires universitaires, a rédigé une politique sur le financement des universités. Cette dernière est constituée de 9 recommandations qui encouragent le financement adéquat de l'enseigne-ment supérieur et de la recherche et ce, dans le respect de l'autonomie des





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La Coopérative de négociation collective

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hese were a few of the remarks made at the conclusion of the inaugural conference for librarians convened by the CAUT Librarians' Committee. Over eighty delegates attended and unhesitatingly expressed their satisfaction with all aspects of the

In opening the conference, I urged delegates to participate fully in the sessions and to take advantage of this unique opportunity to meet and talk informally with colleagues from across Canada.

My exhortation must have been heeded: enthusiastic participation was the hallmark of the entire conference. Sessions had been structured to encourage comments, critiques, questions and discussion of solutions, and the delegates took full advantage. The resounding success of the conference proves that it met a clear and continuing need. For this reason, the Librarians' Committee intends, with the authorization of CAUT Executive. to hold a Librarians' Conference every other year.

The Committee expresses its sincere appreciation to all those involved in making the conference a success and to the CAUT Executive for its support and encouragement. More detailed coverage of conference proceedings is included on page 19 of this issue.

At its fall meeting the Librarians' Committee made a number of deci-

Rith Leslie's Early Retirement Survey for Librarians will be distributed to faculty associations across Canada. A draft of The Scholarly Journals Cutback Study a cooperative effort with the Status of Women and AF&T Committees be ready for the May Council as a discussion paper.

The Committee will review the CAUT/CACUL, Cuidelines for the Appointment and Review of Chief Librarians 1991/92 and Ruth Sheeran (Bishop's) will present a prospectus at the Committee's next meeting March 15-16,

The CAUT Draft Policies were examined with respect to content and nomenclature. As a result, the Committee recommended to the AF&T Committee that the "Policy Statement on Privacy of Information" include a statement regarding the confidentiality of library records.

The nomenclature for referring to librarians was discussed and the Committee recommended to CAUT that the term "academic librarian" be used in all CAUT documents.

Given that the Farr/Rajagopal Study of Part-time Faculty/Teachers excludes librarians, and there is a lack of statistical data on librarians, the Committee asked CAUT to approach Statistics Canada with a request that librarians be included in university academic staff sta-

Jim Brett (Guelph) and Robert Moore will research and write an article on release time provisions for librarians for the Spring issue of the Bulletin.

Johanne Hébert (McGill), a member of the Elections and Resolutions Committee, participated in a discussion of the review of the terms of reference of the Committee with particular emphasis on nominations of members and election by Council of a Chair. Changes will be forwarded to the AF&T and Status of Women Committees prior to the Council meeting in January.

...enthusiastic participation was the hallmark of the entire conference.

Phase II of the Copyright legislation, and the effects of GST on books and periodicals were matters of grave concern to the Committee. An update from CAUT Executive Director, Don Savage painted a gloomy picture. The

Committee addressed a strongly worded letter to the appropriate politicians and authorized the Chair to participate in a lobby approved by the CAUT Executive on the GST and Copyright.

The Committee unanimously

endorsed a motion advocating selfdetermination for academic librarians on Canadian university campuses that, as academic librarians, they be so recognized by the academic community.

Call for Nominations

CAUT is seeking nominations to fill one vacancy on the Librarians' Committee, commencing May 1991. If you are interested in this position or know others who may be interested in becoming members of the Librarians' Committee, consult the December 1990 issue of the Bulletin for additional infor-

Candidates should have experience in faculty association work and have a strong interest in issues of concern to academic librarians.



Chronique des bibliothécaires

«La solidarité des universitaires»

«En sept ans de service comme bibliothécaire, c'est le meilleur colloque auquel j'ai assisté.»

·Voilà notre déclaration d'indépendance.»

"L'une des meilleures conférences à laquelle j'ai assisté."

«Les sujets discutés m'ont inspiré.»

»L'esprit de collégialité qui règnait valait le déplacement, » «Exceptionnel, à quand le prochain colloque?»

e ne sont là que quelques commentaires formulés à l'issue du premier colloque des bibliothécaires organisé par le Comité des bibliothécaires de l'ACPU. Le colloque a attiré plus de quatre-vingt délégués qui se sont tous, sans hésitation, montrés satisfaits de tous les aspects de la manifestation.

A l'ouverture du colloque, j'ai fortement invité les délégués à participer pleinement aux séances et à profiter de cette unique occasion de rencontrer des collègues d'autres régions du pays et de bavarder à la bonne fran-

Mes paroles n'ont pas été vaines : tout le colloque a suscité une participation enthousiaste. Les séances ont été organisées de manière à encourager les commentaires, les critiques, les questions et les discussions pour formuler des solutions. Les délégués en ont profité pleinement. Par sa réussite retentissante, le colloque a prouvée hors de tout doute qu'il a satisfait un hesoin véritable et constant. C'est pourquoi, le Comité des bibliothécaires, avec la permission du Comité de direction de l'ACPU, a l'intention de tenir un colloque tous les deux ans.

Le comité remercie sincèrement toutes les personnes qui ont contribué à la réussite du colloque et le Comité de direction de l'ACPU, pour son appui et son encouragement. Un compte rendu plus detaillé des états du colloque sont reproduits à la page 19 du présent numéro.

Voici les décisions que le Comité des bibliothécaires a prises lors de sa réunion de l'automne :

L'enquête sur la retraite anticipée des bibliothécaires de Ruth Leslie sera distribuée aux associations de professeurs à la grandeur du pays. Une ébauche de l'étude sur les réductions d'achat de revues savantes, un projet de collaboration avec le Comité du statut de la femme et le Comité de la liberté universitaire et de la permanence de l'emploi, sera prête pour l'assemblée de mai du Conseil à titre d'ouvrage de consultation.

> ...tout le colloque a suscité une participation enthousiaste.

Le comité se penchera sur l'Enoncé de principes de l'ACPU et de l'ACBCU sur la nomination et l'évaluation des bibliothécaires en chef en 1991-1992. Ruth Sheeran (Bishop's) soumettra un document à la prochaine réunion du comité qui se tiendra du 15 au 16 mars 1991.

Le comité a examiné les ébauches des politiques de l'ACPU en ce qui concerne le contenu et la terminologie. À la suite de cet exercice, il a recommandé au CLUPE d'inclure dans l'Énoncé de principes sur la protection des renseignements personnels une disposition relative à la confidentialité des prêts de bibliothèque.

suite à la page 21

CAUT's Librarians' Conference: The Academic Partnership La solidarité universitaire

This account of the inaugural conference of the CAUT Librarians' Committee was prepared from convenor's wrap-up notes, speakers' outlines and texts of their presentations. Appreciation is extended to all those involved who organized and supported this event and to the participants who made it a

The conference's theme of the academic partnership between faculty and librarians at Canadian universities stimulated those in attendance to exchange information and specific ideas or concerns about their local situations.

Keynote Address Rita Vine, Calgary Partnership Agreements Between Librarians and Faculty

The relationship between librarians and faculty can be examined in three contexts: through their activities in CAUT; through their activities in faculty associations across the country; and as members of each university's academic community. "How librarians view their role as partners [varies] considerably depending on current employment conditions and opportunities available to them both inside the university and beyond." Moreover faculty's view of the partnership is just as important as that of librarians.

Since 1975 when Carleton admitted librarians into the faculty bargaining unit, librarians have made significant gains in Canadian faculty associations. Many have had librarians as presi-

Agenda

"It is no coincidence that there is a close relationship between the quality of librarians' terms and conditions of employment and their participation in faculty associations."

Nevertheless some librarians continue to resist aligning themselves with faculty citing differences in style rather than similarities of intent. One reason for staying separate appears to be "...the perceived lack of similarity between faculty and librarians - in job descriptions, research expectations, librarians' supervision of staff [versus] the independence of faculty [and] the hierarchical structure in libraries compared to more collegial faculty structures.

But, "affiliation isn't about sameness.... It's about power, and the faculty association is the only group that has any measure of it in a university save for university administrations and boards of governors.'

Programme Keynote: "Librarians and Faculty -

Academic Partners" Rita Vine Workload - Rhys Williams

(Calgary) for Joy Bennett (Concordia)

Research — Ashley Thomson (Laurentian) and Loren Lerner (Concordia) · Evaluations: Promotions and

Tenure Dennis Felbel (Manitoba)

Retirement - Ruth Leslie (Windsor)

Professional Development -Dorothy Milne (Memorial)

Merging of Faculty and Librarians in a Single Bargaining Unit - John McCallum and Joyce Lorimer (Wilfrid Laurier)

Gender Issues - Janice Drakich (Windsor)

Current Issues - Marilyn Rennick (Ottawa)

Academic and Faculty Status -Eileen Goltz (Laurentian)

A report on issues emerging from the Conference — John Murchie

 L'allocution au début du colloque : «Les bibliothécaires et les professeurs — les académiques»

· La tâche - Rhys Williams (Calgary) pour Joy Bennett (Concordia)

• La recherche - Loren Lerner (Concordia) et Ashley Thomson (Laurentienne)

· Les évaluations : les promotions et la permanence — Dennis Felbel (Manitoba)

• La retraite - Ruth Leslie (Windsor)

· Le perfectionnement professionnel Dorothy Milne (Memorial)

· L'union des professeurs et des bibliothécaires en une seule unité de négociation - Joyce Lorimer et John McCallum (Wilfrid Laurier)

Les questions reliées aux sexes -Janice Drakich (Windsor)

Questions actuelles - Marilyn Rennick (Ottawa)

· L'état d'universitaire et de professeur - Eileen Goltz (Laurentienne)

Un rapport sur les questions découlant du colloque - John

"Partnership acknowledges a difference in approach between academic librarians and teaching faculty, but assumes an equivalency between the two groups in role, responsibility and impact on academic life." Librarians bring to academic decisionmaking a breadth of understanding of university practices, procedures, resources and technologies, com-

bined with management skills, which make them highly desirable and effective participants in this role.

A fundamental problem persists — "the inability of the university to separate the librarian from the library'

The matter of status for librarians will only be dealt with seriously when as individuals we do what other faculty, "trench-warfare survivors", have done to advance their careers. Status is not just the opportunity to participate fully. "[It] also means money, access to leaves, to research grants, to the tangible things that make our lives as members of the academic community really enriching and rewarding.'

In addition to redefining what librarians do, there is need "... to take other actions to establish credibility as individuals with something more to offer the university than just the library perspective." CAUT must continue to meet the needs of academic librarians and play an important role in identifying terms and conditions of employment which are precedent - setters in the country, so that local associations can use them to advance their own objectives"

As well, Ms. Vine advocated that librarians ought to tap the resources of their provincial faculty associations for support on library issues. "Many provincial associations are active in lobbying and have access to decisionmakers in both government and the universities.1

Ms. Vine noted nonetheless "...it's at the negotiating table where our demands for parity will ultimately have to be heard ... [and] compromises [made] over many years to achieve recognition of the new reali-ties that we create." She concluded that this conference offered librarians a real opportunity to share experiences and gain further insights into their roles, responsibilities and expectations as well as to set aside the small details which have prevented them from finding commonality in favour of the same goals as faculty in the academic community. "That is what being a partner is all about."



Rita Vine, Conference Keynote Speaker

Workload

For many academics, the universities' quests for excellence have evoked "workload overloads". However, if the facultymember is not satisfied that workload has been fairly assigned .. there is no compunction about lodging a grievance. The assignment of academic workload for librarians tends to be less precise than for their faculty counterparts. "Even when administration and scholarship and/or research are spelled out clearly and unequivocally in a collective agreement, there still seems to be some reluctance on the part of librarians and administrators to accept that research or administration is real work." It is painfully clear "...that until librarians can quantify library work in some meaningful and comparative way to faculty teaching, librarians will always be in this dilemma".

Workloads must be assigned fairly and equitably. Administrations cannot negotiate agreements with faculty associations making high demands on research, scholarship and academic contribution, then refuse to reduce the service component of librarians' workload assignments in job descriptions. Librarians, therefore, should not agree to "...physically and mentally crushing workloads ... ". They must continue as partners with faculty in the education mission of their university and be recognized as equals through the assignment by administrators of fair and reasonable workloads.

Since gaining faculty status at Laurentian in 1975, librarians have been expected to do research, particularly in refereed journals. To date, several have obtained higher degrees and others have published extensively, despite the fact that librarians have less time during the academic year than their peers to do research, Academic librarians have particular experience in access to informational reference tools and ought to capitalize on such expertise as much as possible. "Certainly the Social Sciences and >

Humanities Research Council seems to share this view since that body has set up a special category of grants for Canadian studies research tools...'

Conducting research has a number of benefits. Not only does it lead to a better quality of librarian but also it improves the field of academic, professional librarianship. Research is one path librarians may find profitable to pursue in building credibility as partners with faculty in the academic community. Research also enhances the academic partnerships which exist among many faculty and librarians. The stronger these relationships, the greater the direct and indirect benefits to both parties because they have incentives to work as a team for their mutual interests.

Research

Sabbaticals and research continue to be crucial issues for librarians. University administrators, faculty colleagues and librarian peers must be reminded repeatedly of the meaning of academic freedom and how it contributes to the academic fibre of the university. According to The Chronicle of Higher Education "...more academic institutions are raising their personnel performance standards". Faculty and librarians are being judged by additional criteria concerning research and service. New role expectations and increased norms of excellence are "...not just encouraged, but demanded".

"Is it possible then that the misunderstanding, the non-recognition and the tacit non-support emanating from library administration that does not understand or recognize research is part of the generation gap problem... and will disappear over time?

The only way to produce effective research within the academic partnership is to guarantee the librarians' right to do research. Clauses in the collective agreement must "...make possible the academic partnership of faculty and librarians with a similarity of purpose, intent and promise of excellence". The agreement at Concordia University provides a year sabbatical for every seven years of service or six months every three years in addition to a three-month research leave and one day per week to do nonlibrary activities.

Research is part of the workload portfolio. Librarians must "...through an air of collegiality and mutual understanding of our academic commitment promote ourselves as academic librarians who research".

Evaluations: Promotion and Tenure

Evaluations of the academic attributes of librarians and faculty are similar but not identical. It is important to note the differences because academic librarians frustrate and unnecessarily complicate their careers by emulating faculty."

Probationary periods for librarians vary significantly at universities across the country. Peer review for the permanent appointment of librarians embodies a second area of divergence from the traditional faculty model and librarian ranking systems include many subtle variations. The faculty model for promotion clearly is independent of becoming department head or chair and in similar fashion, "...librarians should be able to advance through their ranking scheme without having to perform administrative or managerial functions". Evaluation schemes which do not encourage such movement to higher ranks is seriously deficient and denote hierarchical models of management unsuitable for academic librarians. Such basic differences among faculty and librarians frustrate their academic relationship in the university community.

The criteria for librarian promotion found in collective agreements are: performance, service and research or scholarly activities. Promotion criteria should not place undue emphasis on the research component because flexible and realistic criteria are more likely to work and allow librarians to rise through the ranks. Diversity in the duties performed by academic librarians necessitates a broad performance criteria as an effective measure of success. Similarly, the definition of service ought to encompass a wide range of activities to allow librarians to develop their professional status in several

Retirement Policies

A 1988-90 survey sought data on retirement plans available to academic

Left to right: Pamela Smith, CAUT Past-President; Nora Robins, Chair Librarians' Committee; Rita Vine, Conference Keynote Speaker; Robert Kerr, CAUT President

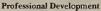
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librarians, how pension benefits differ from those of faculty, what provisions covered early retirement and if time-related incentives or inducements to participate in such plans currently exist for librari-

At present four institutions have time-related or early retirement inducements for both faculty and librarians. During the eighties, six universities had such plans. Some institutions also offer stepped retirement plans and/or reduced workload provisions.

Women, however, are often unable to participate in early retirement benefits because of late entry into the labour Nora Robins, Chair, Librarians' Committee force, interrupted career

paths and part-time work. Consequently, they are disadvantaged at not being able to accumulate the necessary service required for eligibility. It was suggested that a future study include actual counts of how many librarians have taken advantage of such arrangements over the last decade. CAUT intends to periodically update this information to keep it current for bargaining purposes. For more details see her article on Early Retirement for Librarians on page 22 of this issue.



Academic librarians need defined release time for their professional development activities, including research. Professional development generally has increased in importance for librarians as their educational requirements continue to rise and as information technology evolves rapidly in the academic community.

To this end, an innovative clause in the Memorial University collective agreement resolves at least some of the problems which directly affect the workload of academic librarians.

Release time for librarians' professional development first existed at Memorial more than fifteen years ago. It is a right, not a privilege and is granted in addition to sabbaticals and other types of paid educational leave. The most recent round of negotiations in 1989 increased the amount of time allotted and instituted greater flexibility in how it could be applied. Ms. Milne strongly urged that professional development include any activities or experiences which enhance librarians' knowledge, skills in librarianship, performance on the job, or contribute to the profession.

Merging Librarians with Faculty

Using the situation at Wilfrid Laurier University as a case study, it is clear that an awarness of the community of concern between librarians and faculty is a key ingredient prior to a sign-up campaign.

...the issue of joining with faculty was never in doubt ... librarians saw an



opportunity of working more closely with faculty and of having a stronger voice in academic matters.

From the start, there was a clear understanding that the Association would bargain on the librarians' behalf. "...there was never [any] question about paying dues equal to an Assistant or Associate Professor's level of contributions." A mill-rate system is presently in place for all WLUFA members.

Members decided bargaining would be done in common for faculty and librarians with the exception of certain key differences. Librarians drafted their own proposals on appointments, promotion and workload and presented them to the Negotiating Team. A Library Council was negotiated to assure librarians greater say in library operations.

The emphasis throughout the bargaining process was on establishing basic principles. Only after several bargaining sessions did the university accept the idea of academic freedom for librarians. Important gains were made on the question of collegiality with respect to librarian appointments. Formal recognition of these two fundamental concepts gave real meaning to the idea of librarians' academic status.

These achievements were the result of the Chief Negotiator's "...unswerving support and commitment to common principles for academic staff". The Wilfrid Laurier Agreement embodies academic partnership between faculty and librarians within the university community.

Gender Issues

Having recently completed a study of employment equity policies at Ontario universities for the provincial Ministry of Colleges and Universities, Professor Drakich commented that information about employment equity programmes remains difficult to obtain; particularly outside the provinces of Ontario and Quebec. University administrators have not tended to pay much attention to pay equity for non-teaching staff.



Back Row left to right: John Murchie, Committee Member; Donald Savage, Executive Director, CAUT; Bob Moore, Committee Secretary (CAUT). Front Row left to right: Jim Brett, Guelph; Ruth Shearan, Bishop's; Mark Richard, McGill; Nora Robins, Chair - Calgary; Bob Kerr, CAUT President; Susannah Denyer, Queen's.

The University of Windsor is unique among Ontario universities in having a Presidential Commission on Employment Equity. Composed of the V.P. Academic and two senior women faculty, this Committee has veto powers over new appointments and this year equity assessors will sit on promotion and tenure committees.

Women's activism is the most important factor in having an equity plan implemented. Faculty associations are important to the progress of equity programmes. Women academics should become more active in the executive of their associations to help promote and foster effective equity policies. Employment equity, therefore, involves several support systems - child care facilities, mechanisms for dealing with sexual harass-ment, safety and security on campus. All these issues are matters of concern to the academic community - faculty, librarians, students and administrations - and must be recognized as such by government.

Current Issues

Issues of current concern to academic librarians include technology, image, professionalism, management styles, organizational models, budget problems, preservation or conservation, contracting out, publication, networking, resource sharing and system difficulties. Four issues — copyright, strategic planning, professionalism and GST — dominated the session.

Many librarians feel they work in isolation. There is great need to share information and communicate with colleagues. It is imperative that lobby action be concerted among associations with mutual interests. Exchanges of ideas must have specific direction and a network of contacts on Canadian university campuses ought to be developed more fully to achieve such ends.

Academic/Faculty Status

The world of academic librarianship has changed significantly since 1950. The paternalistic library fiefdoms have become anachronisms superseded by systems that better reflect the academic relationship between librarians and faculty. Nevertheless, the status that university administrators believe appropriate for librarians vis-à-vis their faculty colleagues still generates heated debate.

At Laurentian, for example, where librarians have full faculty status, professional librarianship has replaced teaching as the prime requisite for the tenure and promotion of librarians. Required research or scholarly activity for librarians is appraised in the context of a clause in the collective agreement which is: "The amount and duration of release time allowed librarians for scholarly output shall be taken into account in assessing a member." Moreover, the university gains from improved faculty-librarian relations through external grants awarded to librarians and publicity generated by their research emanating from the institution.

An important benefit of obtaining faculty status for librarians is librarians are more likely to improve their qualifications and have higher morale.

Wrap up Session on Emerging Issues

The conference itself demonstrated widespread support for academic librarians from their faculty colleagues at CAUT. Clearly, librarians demonstrate a strong desire for self-determination, but confusion remains about librarian workloads and recognition of their role in the academic community.
What constitutes "the classroom"

for either librarian or faculty is unclear. Is it the art studio, laboratory, theatre or library? For whatever reason, if librarians never publish, they do not necessarily perish.

Research is an important component in librarians' workload, but university libraries require a consistent service component to operate efficiently. Parallels to the teachingresearch relationship within faculty workloads must be described carefully for librarians in collective agreements.

All in all, the conference fostered stronger alliances between academic

How did You Like the Conference?

"Excellent impetus for discussion

and exchanging opinions."
"Good, timely topics, active participation, smooth operation."

Discussions good. Keynote address set the scene well and remainder of conference stuck to the topic."

speakers pushed research for librarians. [Someone should speak] for gaining respect from faculty as librarians, equal but different.

"A lot of variety but still very much interrelated. Very thought provoking for me.'

"Organization of the conference was outstanding and the ambience of the whole conference was one of the best I've enjoyed for years."

"Idea is worth continuing. [Then] we can again update on how each of us is doing."

librarians and their faculty partners. Exchanging information about status, evaluations, gender issues, matters of current concern and bargaining for better employment conditions will help librarians to better express themselves as academics with their faculty counterparts.

The next step is for university and library administrators to recognize this emerging partnership within the academic community.



Chronique des bibliothécaires suite de la page 18

On a discuté de la terminologie qui fait référence aux bibliothécaires. Le comité a recommandé à l'ACPU d'utiliser le terme «bibliothécaire universitaire» dans tous

Vu que l'étude de Farr et de Rajagopal sur les professeurs à temps partiel exclut les bibliothécaires et qu'il manque de statistiques sur eux, le comité a demandé à l'ACPU de faire une requête auprès de Statistique Canada pour que les bibliothécaires fassent partie des statistiques sur le personnel

Jim Brett (Guelph) et Robert Moore effectueront des recherches et rédigeront un article sur les dispositions de dégagement pour les bibliothécaires qui paraîtra dans le numéro du printemps du Bulletin.

Johanne Hébert (McGill), membre du Comité des élections et résolutions, a participé à une discussion sur l'exa-men du mandat du comité. On a particulièrement mis l'accent sur les mises en candidature des membres et l'élec-

tion d'une personne à la présidence par le Conseil. Des modifications seront transmises au CLUPE et au Comité du statut de la femme avant l'assemblée du Conseil prévue en janvier.

La partie II du projet de loi sur le droit d'auteur et les conséquences de la TPS sur les livres et les périodiques ont figuré au nombre des grandes préoccupations des bibliothécaires. Le directeur général de l'ACPU, M. Don Savage, a brossé un tableau plutôt sombre en faisant le point sur la question. Le comité a fait parvenir aux politiciens compétents une lettre véhémente et a autorisé la présidente à participer à un lobby sur la TPS et le droit d'auteur approuvé par le Comité de direction de l'ACPU.

Le comité a adopté à l'unanimité une résolution prônant l'auto-détermination des bibliothécaires dans les universités canadiennes qui permet aux bibliothécaires universitaires d'être reconnus comme tels par le corps universitaire.

Sollicitation de candidatures

L'ACPU cherche des candidatures pour pourvoir un poste vacant au sein du Comité des bibliothécaires à compter de mai 1991. Si le poste vous intéresse ou si vous connaissez d'autres personnes interessées à devenir membre du Comité des bibliothécaires, veuillez consulter le numéro de décembre du Bulletin pour vous renseigner davantage.

Les candidats doivent avoir de l'expérience dans les affaires des associations de professeurs et doivent s'intéresser considérablement aux questions qui préoccupent les bibliothécaires universitaires.



CAUT Librarians' Network E-Mail List

Tiit Kodar of York University has established an E-mail network list of CAUT librarians who gave him their electronic addresses at the November CAUT Librarians' Conference. Others who wish to do the same and to exchange views or news about the profession, should send the following message to York VM1:

> TELL LISTSERV AT YORKVMI SUB ALF-1 (First name last name)

Should you have problems or questions about this, please contact: TKODAR@YORKVMI.BITNET OR 416-736-2100 EXT. 33527 (Phone) and 416-736-5358 (Fax).

Early Retirement Plans for Librarians: Survey Results

During 1987-89, the Librarians' Committee of the Canadian Association of University Teachers (CAUT) sponsored a survey on early retirement plans and options available to academic librarians at Canadian universities.

This survey was designed to obtain some basic data on early retirement programmes available to Canadian academic librarians.

Although information on early retirement programmes was collected from various sources, the primary data came from questionnaires sent to Canadian faculty associations and librarians. The questionnaire asked four questions:

- Are librarians members of your faculty association?
- Do librarians have the same pension provisions as the faculty?
- What fringe benefits do librarians receive if they select early retire-

ment at your university? Are these the same as those of the faculty? If not, please specify differences.

Are there or have there been since 1980, time-related early retirement incentives or inducements for librarians? Are these the same for faculty? If not, please specify differ-

Questionnaires were mailed to fiftythree institutions on December 2, 1989 and replies were received from forty-one.

Survey Highlights

- A majority of librarians tend to be faculty association members. They have membership in thirty-four faculty associations (Bishop's and Lakehead librarians have separate bargaining units).
- Three of the seven associations without librarians stated that they

were eligible for some form of faculty association membership.

- Librarians have the same pension benefits as the faculty at all fortyone universities. Faculty association membership appears to have little or no bearing on pension benefits for librarians.
- Twenty-nine universities have formal early retirement programmes for both faculty and librarians.
- A majority of these plans impose early retirement penalties ranging from 1/3 per cent a month to 5 per cent a year. Approximately twelve institutions did not have actual reductions if certain requirements, usually involving combinations of age and years of service, are met.
- Most programmes include medical and extended health care, dental care, group life insurance and remission of tuition fees. Generally, the university covers the cost of benefits
- During the 1980s, six universities had time-related early retirement programmes. Institutions with expired plans included Alberta, Brandon, Guelph, McMaster, Queen's and Simon Fraser. Four of the plans had similar formats for early retirement, specific time periods, eligibility requirements, pension entitlements, and benefits.
- At Brandon, pension and benefit negotiations appear to have taken

- into account individual circumstances.
- Librarians and faculty at Queen's could select a work/retirement option which best suited their needs and interests.
- All plans offered continued coverage of benefits.
- In 1990, four universities have timerelated early retirement programmes; Alberta, Trent, Windsor and Winnipeg.
- Windsor and Winnipeg have plans with similar formats; specific time periods, eligibility requirements, pension entitlements, and benefits.
- Alberta and Trent offer various options and combinations of flextime, reduced workloads, and partial retirement.
- All four plans offer continued coverage of benefits.
- Data indicate that time-related early retirement schemes are open to librarians. Only one option, at Queen's was specifically closed to librarians.

A longer version of this article and collected data are also available from CAUT upon request.

Ruth Leslie Leddy Library University of Windsor



Internationalizing Campus and Community: 1990 CBIE Conference

"Internationalizing the campus and the community" was the theme of the 1990 annual conference of the Canadian Bureau of International Education held in Halifax, November 3rd to 6th.

Translated from theory into practice, this theme stresses the need for all members of the university community to deal with international students as individuals with individual needs. The intent is to empower international students with the skills necessary to tackle the problems of their homelands in ways that they, rather than their Western mentors, see fit.

Civing the individual a greater say is an idea that is familiar to university professors. It is something that professors have struggled to obtain on their campuses through the creation of faculty associations and gaining a voice on university boards of governors. Therefore professors should not be surprised that conference guest speakers and participants described them as being an important target group for their empowerment message.

As instructors and research advisors for international students, professors find themselves on the front lines for the training of these students. The academic success of international students and the impressions of Canada that they take home with them are in no small measure dependent on the nature of the teacher-student relationships that they develop on Canadian university campuses.

Therefore the professor was a subject for discussion among international student advisors, who formed the lion's share of the participants in the CBIE conference workshops. These workshops covered topics as varied as human rights, racism and the international student, Canadian scholarships for international students, campus and community links with international students, international student services on campus and cross-cultural training for university faculty and staff.

Throughout these workshops, a common view on university professors and international students was expressed. The feeling was that despite the goodwill that exists on the part of most professors, they rarely possess the pedagogical tools and the

cross-cultural training that are essential to facing the unique challenges posed by their international students.

Workshop participants proposed a multitude of solutions to this problem, which can be summarized as revolving around two basic themes. The first of these themes is the necessity to provide more "international" content-to-course curricula. International students gain a greater understanding of course subjects when professors attempt to relate course contents to the problems that they will face after they return home.

The other theme stressed by conference participants is the importance of making cross-cultural training sessions attractive and "user-friendly" for university professors. Suggestions along this line of thinking involved offering possible solutions to pedagogical problems and creating a non-threatening environment for professors to gain greater cross-cultural sensitivity.

The CAUT representative at the CBIE annual conference encouraged the other participants to go beyond solutions to international student

questions for professors at the individual level so as to harness the power of a collective approach. He suggested that they contact CAUT as well as their local and provincial faculty associations in order to gain their cooperation in sensitizing professors to the needs of international students.

CAUT has already done much to encourage the development of positive teacher-international student relationships. Last February the CAUT Council adopted a Charter for International Students, which contains numerous proposals to assist faculty associations in encouraging international education on Canadian university campuses.

The Association also continues to lobby both federal and provincial governments to encourage them to eliminate "differential fees". These are the higher tuition fees that are charged to international students by seven Canadian provinces. Such fees serve only to discriminate against these students on the basis of their country of origin.

CAUT is willing and able to help both CBIE and its membership in assisting university professors to develop positive and fruitful academic relationships with their international students. The 1990 CBIE annual conference marks an important step in the achievement of this goal.



L'internationalisation du campus et de la communauté : Le congrès de 1990 du BCEI

Le congrès de 1990 du Bureau canadien de l'éducation internationale, tenu à Halifax du 3 au 6 novembre, avait pour thème «L'internationalisation du campus et de la communauté».

De la théorie à la pratique, le thème insiste sur le fait qu'il est nécessaire que tous les membres du corps universitaire traitent les étudiants étrangers comme des personnes ayant des besoins particuliers. L'intention est de donner aux étudiants étrangers les compétences nécessaires pour s'attaquer aux problèmes de leur pays avec les moyens qu'eux jugent appropriés et non pas comme leurs mentors occidentaux le voient.

Les professeurs d'université sont familiers avec l'idée de permettre à la personne d'avoir un plus grand droit de parole. Les professeurs se sont battus pour obtenir ce droit sur les campus en créant des associations de professeurs et en se taillant une place au sein des conseils d'administration. Ils ne devraient donc pas s'étonner que les conférenciers d'honneur et les participants du congrès les aient décrits comme un groupe cible important pour véhiculer ce message.

En leur qualité d'enseignants et de conseillers de recherche auprès d'étudiants étrangers, les professeurs se retrouvent sur la ligne de feu en ce qui concerne la formation de ces étudiants. En effet, la réussite scolaire des étudiants étrangers et leurs impressions sur le Canada qu'ils ramènent chez eux dépendent dans une large

mesure de la nature des rapports qu'ils ont eus avec leurs professeurs dans les universités canadiennes.

En effet, la réussite scolaire des étudiants étrangers et leurs impressions sur le Canada qu'ils ramènent chez eux dépendent dans une large mesure de la nature des rapports qu'ils ont eus avec leurs professeurs dans les universités canadiennes.

Le professeur a donc fait l'objet de discussions parmi les conseillers d'étudiants étrangers qui représentaient la majorité des délégués assistant aux ateliers du congrès. Les ateliers portaient sur des sujets aussi divers que les droits de la personne, le racisme et les étudiants étrangers, les bourses canadiennes à l'intention des étudiants étrangers, les liens entre les étudiants étrangers, le campus et la communauté, les services sur le campus pour les étudiants étrangers et la formation inter-culturelle pour les pro-fesseurs et le personnel d'université.

Un point de vue commun sur les professeurs et les étudiants étrangers s'est dégagé des ateliers. En effet, malgré la bonne volonté dont font preuve la plupart des professeurs, ils possèdent rarement les outils pédagogiques et la formation inter-culturelle nécessaires pour affronter les défis particuliers que posent les étudiants

Les participants aux ateliers ont proposé une multitude de solutions au problème qui se résument à deux points élémentaires. Le premier consiste en la nécessité «d'internationaliser» davantage le programme d'études. Les étudiants étrangers comprennent mieux les matières lorsque les professeurs tentent d'établir des liens entre le contenu des cours et les problèmes auxquels ils feront face lorsqu'ils retourneront chez eux.

L'importance d'offrir aux professeurs d'université des sessions de formation inter-culturelles intéressantes et «faciles à appliquer» est l'autre point que les délégués ont fait ressortir. Dans cette veine, on a proposé des solutions possibles aux problèmes pédagogiques et la création d'un milieu qui ne menace pas les professeurs et qui leur permettra de se sensibiliser davantage aux liens entre

Le représentant de l'ACPU au congrès annuel du BCEI a invité les délégués à ne pas se limiter à l'aspect individuel des solutions aux questions touchant les étudiants étrangers pour les professeurs mais à mobiliser les associations, plutôt, pour l'adoption d'une stratégie collective. Il leur a proposé de communiquer avec l'ACPU ainsi qu'avec leur association locale ou provinciale dans le but d'obtenir leur collaboration pour sensibiliser les professeurs aux besoins des étudiants

L'ACPU encourage déjà beaucoup l'établissement de liens positifs entre les professeurs et les étudiants étrangers. À titre d'exemple, le Conseil de l'ACPU a adopté en février dernier un document intitulé «Dispositions visant l'intégration des étudiants étrangers». Ce document formule de nombreuses propositions pour aider les associations de professeurs à encourager l'enseignement international dans les universités cana-

De plus, l'association continue d'exercer des pressions tant auprès du gouvernement fédéral que des gouvernements provinciaux pour les inviter à supprimer les «droits différentiels». Il s'agit de frais de scolarité imposés par sept provinces canadiennes aux étudiants étrangers qui sont plus élevés que les frais exigés des étudiants canadiens. Ces frais ne font qu'exercer de la discrimination à l'endroit des étudiants étrangers selon leur pays d'origine.

L'ACPU est disposée à aider le BCEI et ses membres à aider les professeurs d'université à établir des rapports scolaires positifs et fructueux avec les étudiants étrangers et a les moyens de le faire. Le congrès de 1990 du BCEI a fait un pas important vers la réalisation de cet objectif.







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Lobbyist's Notebook Le carnet du lobbyiste



Donald C. Savage: CAUT Executive

ederal transfers The government of British Columbia has been actively lobbying for the past year to end the federal role in financing medicare and postsecondary education. The focus has been mostly on medicare and its costs. The B.C. Minister, Mel Couvelier, believes that the federal standards under medicare impede the ability of the province to control costs. Most commentators seem to think that the real purpose is to torpedo medicare. The side effect on the universities would be to eliminate \$2.3 billion in cash transfers. Needless to say, Mr. Couvelier has not bothered to discuss his ideas with the representatives of the university faculty who would be most affected. He thinks that the federal government will transfer tax points. He is, of course, dreaming in technicolour since the last thing on the mind of Mr. Wilson these days is nifty arrangements to reduce federal revenue. Indeed the proposal brought forth an interesting alliance of the NDP Treasurer of Ontario and Mr. Wilson against the B.C. proposal.

CAUT and Federal Transfers

The CAUT Council will be reviewing its policy on federal transfers at the January and May meetings of the governing Council. Background papers are being prepared on the positions of the stakeholders, political parties and other interested groups.

CAUT Lobbying Conference
The CAUT lobbying conference which is part conference and part training school will be held this year February 1-3. Among the invited speakers are Dr. Art May, President of Memorial University and former President of NSERC, Geoff Stevens, former national editor of The Clobe and Mail, Virginia-Ann Shadwick, President of the higher education conference of the National Education Association in the United States, Ed Lavallé, President of the College-Institute Educators' Association of B.C. and Marion Perrin of OCUFA.

Memorial for the women killed at the École Polytechnique

The CAUT has been pressing the federal government to undertake two actions as a memorial to the women engineering students killed in Montreal a year ago. The first is to create federal scholarships in their name. The second is to fund a network of

centres of excellence on the study of family violence and violence against women. At the end of November the National Research Council announced a three-year program to encourage women to choose careers in science and engineering. There will be 25 candidates each year with grants varying between \$10,000 and \$15,000 with guaranteed summer jobs at NRC. This program was not explicitly tied to the tragedy but clearly came about because of that event. Other announcements in this area are likely to be made in the next few months. CAUT is also working with SSHRC and the Minister Responsible for the Status of Women to move forward the proposal concerning the centre of excellence. Bill Winegard, the Minister for Science, and Gerry Weiner, the Secretary of State have given encouragement.

Copyright
Marcel Masse, the Minister of Communications, decided last month to completely reverse the compromise position on exemptions to the copyright law for education, science, libraries and the handicapped which his own department had reached a few years ago. CAUT was outraged at this volte-face, and has been conducting a vigorous campaign across the country to rouse opposition to these

new proposals. We seem to be having some effect. It now appears that phase II of the legislation will have exemptions, but until we see what they are, we will keep our powder dry. We are also making suggestions to the government on what we think the precise language of those amendments

Mr. Masse seems determined to do in the university community these days.

Buying Around

Mr. Masse seems determined to do in the university community these days. Part of his upcoming legislation on cultural nationalism will include provisions to force Canadian bookstores and libraries to buy from the Canadian agents of foreign booksellers regardless of price, service or whether they keep the titles in stock. CAUT has joined the Canadian

Association of Research Libraries and the Canadian Booksellers' Association in opposing this proposal.

Kicking the Granting Councils Out

There have been rumours circulating this fall that the government intends to restructure NABST, the board chaired by the Prime Minister on science and technology. The idea is to add more representatives of business and remove the heads of the granting councils. The CAUT Executive has joined the Canadian Federation of Biological Societies and other members of the National Consortium in protesting any such

The CAUT Council in October was encouraged by the quick response of Monique Landry on behalf of the federal government to the massacre of university students at the University of Lumbumbashi. Ottawa protested immediately upon hearing of the events. The CAUT Council urged the government to lobby the other mem-ber governments of "la francophonie" to move the next summit from Zaire. Rumour has it that the government



Donald C. Savage : Directeur exécutif de

es paiements de transfert fédéraux Depuis un an, le gou-

vernement Colombie-Britannique exerce activement des pressions pour que le gouvernement fédéral cesse de financer l'assurance-maladie et l'enseignement postsecondaire. L'attention a surtout été portée sur l'assurance-maladie et les frais qu'elle entraîne. Le ministre de la Colombie-Britannique, M. Mel Couvelier, estime que les normes fédérales au titre de l'assurance-maladie empêche la province de con-tróler les coûts. De l'avis de la plupart des observateurs, il semble que le véritable objectif soit de torpiller l'assurance-maladie. Cette stratégie aurait pour effet d'enlever aux universités 2,3 milliards de dollars en transferts en espèces. Il est inutile d'ajouter que M. Couvelier ne s'est pas soucié de discuter de sa proposition avec les représentants des professeurs d'université qui seraient les plus touchés. Il pense que le gouvernement fédéral va transférer les points d'impôts. De toute évidence, il rêve en couleurs puisque la mise aux points d'habiles manoeuvres pour réduire les revenus du fédéral est bien la dernière chose que M. Wilson ait en tête ces jours-ci. De fait, la proposition a donné lieu à une intéressante alliance entre le trésorier néo-démocrate de l'Ontario et M. Wilson contre le ministre de la Colombie-Britannique.

Les transferts fédéraux et l'ACPÜ

Le Conseil de l'ACPU examinera sa politique en matière de paiements de transferts fédéraux lors de ses assemblées de janvier et de mai. Des documents d'information sur la position de groupes d'intérêt et de partis politiques sont en préparation.

La conférence de l'ACPU sur le

La conférence de l'ACPU sur le lobbying, qui est tantôt une conférence et tantôt un stage de formation, se tiendra du 1er au 3 février. Figureront parmi les conférenciers invités Dr Art May, recteur de l'Université Memorial et ancien président du CRSNG, Geoff Stevens, ancien rédacteur en chef national du Clobe and Mail, Virginia-Ann Shadwick, présidente du congrès sur l'enseignement supérieur de la National Education Association des États-Unis, Ed Lavalle, président de la College-Institute Educators'Association de la Colombie-Britannique et Marion Perrin de l'UAPUO.

Projets commémoratifs pour les femmes tuées à l'École Polytechnique

L'ACPU a exercé des pressions auprès du gouvernement fédéral pour qu'il pose deux gestes à la mémoire des étudiantes en génie tuées à Montréal l'année dernière. Le premier projet consiste en la création de bourses d'études fédérales en leur mémoire. Le second porte sur le financement d'un réseau de centres d'excellence sur l'étude de la violence familiale et la violence contre les femmes. À la fin de novembre, le Conseil national de recherches a annoncé un programme de trois ans visant à encourager les femmes à embrasser une carrière en science et en génie. Chaque année, 25 candidats receviront des bourses de 10 000 \$ à 15 000 \$ assorties de la garantie d'un emploi d'été au CNR. Le programme n'est pas explicitement lié à la >

tragédie mais a vu le jour, de toute évidence, à cause de celle-ci. On s'attend à ce que d'autres projets du même ordre soient annoncés dans les prochains mois. En outre, l'ACPU et le CRSH ainsi que la ministre responsable de la Condition féminine collaborent pour mettre de l'avant un projet de centre d'excellence. Bill Winegard, le ministre des sciences, et Gerry Weiner, secrétaire d'État, ont encouragé l'initiative.

Le droit d'auteur

Le mois dernier, M. Marcel Masse, ministre des Communications, a decidé de revenir sur le compromis obtenu au sein de son propre ministère il y a quelques années au sujet des exemptions à la loi sur le droit d'auteur relatives à l'éducation, aux sciences, aux bibliothèques et aux personnes handicapées. Le volte-face du ministre a choqué l'ACPU qui mène à travers le pays une vigoureuse campagne contre ces nouvelles propositions. Or, il semble que nos pressions

aient une certaine influence et que la partie II de la loi contiendra des exemptions. Toutefois, tant que nous n'en connaîtrons pas le contenu, nous préparerons nos munitions. Nous sommes également en train de formuler au gouvernement des suggestions sur le libellé précis de ces modifications.

M. Masse semble résolu à s'attaquer à la collectivité universitaire ces temps-ci.

Achetons ici

M. Masse semble résolu à s'attaquer à la collectivité universitaire ces temps-

ci. En effet, des dispositions obligeant les librairies et les bibliothèques canadiennes à acheter par l'entremise d'agents canadiens au service de libraires étrangers, sans égard au prix et au service ou sans se soucier de savoir s'ils ont les ouvrages en stock seront prévues en partie dans son prochain projet de loi sur le nationalisme culturel. L'ACPU s'est rallfée à l'Association des bilbiothèques de recherche du Canada et à la Canadian Booksellers' Association pour s'opposer au projet de loi.

Les conseils de recherches flanqués dehors?

D'après des rumeurs circulant cet automne, il semble que le gouvernement ait l'intention de reformer le CCNST dont le premier ministre assume la présidence. On voudrait ajouter plus de représentants du monde des affaires et destituer les présidents des conseils subventionnaires. Le Comité de direction de l'ACPU s'est joint à la Fédération canadienne des sociétés biologiques et à d'autres organismes membres du Consortium national pour s'opposer à cette initiative.

Zaïre

La réponse rapide de Monique Landry, pour le compte du gouvernement fédéral, au sujet du massacre d'étudiants à l'Université de Lumbumbashi, a donné espoir au Conseil de l'ACPU lors de son assemblée d'octobre. Le gouvernement fédéral s'est élevé contre le massacre aussitôt qu'il en a été mis au courant. L'ACPU a pressé le gouvernement d'exercer des pressions auprès des autres gouvernements francophonies pour que le prochain sommet de la francophonie n'ait pas lieu au Zaïre. Il semble que le gouvernement ait l'intention de céder aux pressions.



Laurie Taylor

And that, my lord and chancellor, vice chancellor, distinguished guests, honourary graduates, graduates, graduands, ladies and gentlemen, concludes the conferrment of the degree of bachelor of arts in philosophy and corporate finance magna cum laude

(Applause).
Congregation will now proceed secundum ordinem to the conferment of the degree of doctor of philosophy honoris causa. I call upon Professor Gordon Lapping of the Department of Media and Cultural Studies at this university to introduce this year's candi-

(General Shuffling)

My Lord and chancellor, vice chancellor, distinguished guests, honourary graduates, graduates, graduands, ladies and gentlemen. As Erasmus succinctly observed, "Quot homines, tot sententiae" - "There are as many opinions as there are men". How very true. But how also very true that there are times when all opinions are as one, when there can be no argument about the genuine distinction achieved in life by certain of one's fellow beings. Such is indeed the case with this year's candidate for a doctorate of philosophy of this university honoris causa: Kevin Bottomley -- or, as he is now known both within and without his chosen profession - Funkmaster General. Many of those who enjoy distin-

guished positions within our society reached the summit of their chosen profession only after long years of dedicated service. But, ab initio, from the beginning of his career, Funkmaster General took a different route. At the early age of 17 his musical genius was already being made evident in the series of rhetorical contributions he made to the emergent field of scratch n' rap — contributions which are perhaps best captured in the phrase used so eloquently by Petronious in his

depiction of the spontaneity of Horace's verse — curiosa felicitas.

Others with less ambition might have been content with the achievements Mr. Bottoinley recorded in that primary field of cultural endeavour. But Funkmaster General was not one to stand still. Very soon he was to be found invoking the Virgilian precept, audentes fortuna iuvat — fortune favours the daring — and moving with the same degree of public acclaim — particularly in the West Midlands region - into other contemporary musical genres. After a short and highly creative period in House, a period marked by such works as "Doin that Thing", he was to be found very soon thereafter in Garage — who now does not remember "Keep it Commin'" - and only recently completed the musical transformation to hip-hop.

My lord and chancellor, vice chancellor, distinguished guests, honourary graduates, graduates, graduands, ladies and gentlemen. In the past 250 years this ancient university has honoured many exceptional individuals individuals chosen for their contributions to science and technology, the arts and humanities, and the social sciences. How appropriate, therefore, that this year we should be honouring in the person of Funkmaster General, someone who, while contributing absolutely nothing whatsoever to any of those areas, is still highly likely to get this university's name in the papers and thereby ensure a plentiful supply of undergraduates who might indeed choose any one of those areas.

(Applause and one or two indistinct shouts of "Right on, baby")

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Solution to October Crossword Puzzle







Royal Society Scrutinizes University Research

University research in Canada has come under scruliny during the past year by the University Research Committee of the Royal Society of Canada. The committee held public hearings from St. John's to Victoria and received 200 and presentations and 300 written briefs from university, government and industry leaders. Committee members are now writing their report, which will be released early in the new year. A member of the committee is Dalhousie's Lars Osberg of the Department of Economics. Dalhousie News editor Mary Somers spoke to Professor Osberg about the committee's work.

Q: This was phase one of the Royal Society's plans to develop an evaluation system to examine Canadian research. What was this committee trying to accomplish?

A: Before we examine each of the individual parts of the university research enterprise — the individual subject areas or problem areas — we thought that maybe we had better have an overview of the general context in which particular disciplines are trying to meet the research needs of the country. We wanted to have an overview of the general context and go from there to the evaluation of specific subject areas.

Q: One issue that came up during the public hearings was the underfunding of the social sciences and the humanities. How often was this subject raised?

A: It was universal. There was an absolutely clear message from the university community and not just from scholars in the social sciences and humanities but from scholars in other disciplines, about the dramatic underfunding in social sciences and humanities research. It impacts in many ways... the impact on library budgets... the lack of any allowance in the funding policies of the granting agencies for overhead costs. That doesn't mean overhead costs aren't paid for. They are being paid for — out of general university revenues, which means there is less available to scholars in disciplines which don't have the infrastructure costs. For example, if you renovate the Animal Care Centre, or if you get a new piece of equipment in the natural sciences, or you do building renovations, or you bring in technicians to support a project, this comes from university revenues and that means a transfer of resources.

One of the implications of our study is that the explosion of knowledge and the necessity to keep up subscriptions to journals has a skewing bias within the university in the sense that the natural sciences and medicine depend almost entirely on journals while the humanities, and to a lesser extent the social sciences, depend more heavily on books. The exploding number of journals and the exploding prices have meant that an increasing amount of acquisitions budgets are being diverted to the journal side which tilts the general infrastructure funding toward the natural sciences and medicine. So there is a disproportionate transfer of resources away from the social sciences and humanities and this is one of the key problems we identify as a structural problem.

Q: Another complaint we hear frequently is that research dollars are being switched from "pure" research to "applied" research in the search for a better eggbeater or widget or whatever. Did you find this was true?

A: We discussed this a great deal. We concluded that you can't really separate what is called "the base and the best" level of research. Because if you do not fund the basic research, you will not have the best in a few years. I like the analogy between hockey and "superstar" academics. they are both developed through a system. A large number of minor leagues must exist in order to produce one superstar. If you don't have broadbased research, then you will not have the very best.

The indirect costs of research are a major burden for a teaching and research university

Q: The Nova Scotia government did give Dalhousie separate funding this year to cover some overhead costs of research. Is this a move in the right direction?

A: The indirect costs of research are a major burden for a teaching and research university, particularly when the funding formula doesn't recognize it. I would argue that the Nova Scotia funding formula doesn't do anything more than pay the smallest amount of lip service to the impact of research intensity. The amount was only \$1.3 million, divided among four different headings. By the time you

end up looking at it, it's \$1.3 million divided proportionately to the student body, just the same way it always has been

This contrasts to the situation in both Ontario and Quebec. The Quebec government gives 15 percent of the value of external refereed grant funding to universities to compensate for the infrastructure costs. So if a researcher at Laval gets money from any grant source, the government of Quebec comes up with 15 percent for the university. A similar process has gone into effect in Ontario. Many people are also not aware that the Quebec government funds basic research in the universities to the tune of \$50 million a year. They have done so out of a clear and conscious recognition of the importance of research to the formation of a generation of researchers.

Q: Another topic which kept coming up during the hearings was the projected lack of young researchers coming into the system in the next five to ten years. Can you elaborate on

A: This was something we kept hearing. The numbers seem clear, but it is a little bit unclear exactly what the timing will be. Some universities have started early retirement policies, but everybody talks about the mid to late 1990s as the crisis period in academia. lt's not very far away and we have to remember that, essentially, everyone who will get a PhD in 1995 is already in graduate school. One point that was made particularly vividly to us was the problem of attracting people into the universities, especially into research careers. One person called a career as a researcher a "negative role model" because it is so difficult to get research funding for a young person starting out and the pay isn't great. Young people say "why would I want that?". As well, competition with the American institutions will be especially intense. Their hiring crisis will lead ours by two or three years because of slightly different demo-

Q: What would help to change this situation?

A: Universities have to make major changes and not just in funding. If a university research career is to be attractive to women, the universities are going to have to be more flexible in how they evaluate performance and how they structure the opportunities for career development. Women also have to look after children at the period of the career cycle when time demands are most intense and most rigid. Very few universities have adapted to the reality of both male and female academics who have childcare responsibilities.

Q: There is a general belief that Canada is a country that is lagging very, very far behind in research. Was this perception borne out during your investigation?

A: Essentially, yes. The numbers on our research activity are fairly clear. Canada spends about 1.3 percent of its Gross Domestic Product on research, which puts us well down the pack behind most industrialized countries. But I do not want to come

across as too negative because one of the things that really impressed all of us was the widespread excellence that does exist.

It is easy to forget that it was not so long ago that most universities in Canada simply did not have a research component at all. If you look at this university, there's been a major change in the past 30 years and that is characteristic of most Canadian universities. So, we've built something pretty good over the last 25 or 30 years and in many fields Canadian academics have leadership roles in international scholarship.

If a university research career is to be attractive to women, the universities are going to have to be more flexible in how they evaluate performance and how they structure the opportunities for career development.

It was a real opportunity and a pleasure to be on this committee and to begin to appreciate not just the diversity of the country, but also the diversity of the university community, which in many respects has adapted very nicely to meet the specific needs of the locale in which it is located. You have folklore studies at Memorial University of Newfoundland, fisheries biology at the University of British Columbia and business studies in Montreal. All these met a defined need of the local community and have achieved international recognition in doing so. One of the things we want to do in our report is strike a note of pride because Canadians really have something to be proud of in their university research communities.

reprinted from the Dalhousie News October 24, 1990



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Many Canadian universitles are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the CAUT Bulletin may be asked to pro-vide information of a confiden-

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Budie Broggen invites and extent for a one year limited form position, which is subject to budgetary approval, to com-mence July 1, 1991 This faculty appoint-ment will be et the Assistant Professor level The position will involve undergradu revivonment and an active program of research. A PhD in Compute Science or in a closely related field is pretered. Ser-

field of computing will be lawoutably con-sidered A record of excellence in fearching is also desirable. Applicants should send liheir curriculum vitee and the names and ordexess of three relines to Professor ordexess of three relines to Professor Program, Trent University, Peterborough, Chrain, KSJ 1988, (telephone 765-748-1549), (email 1948 788, (telephone 765-748-1549), (email 1948 788, (telephone 765-748-1549), (email 1948 788, telephone 765-748-1549), email 1948, (email 1948 788, telephone 765-748), email 1948, (email 1948, telephone 765-748), email 1948, email 1948, (email 1948, telephone 765-748), email 1948, email 1948, email 1948, email 1948, email 1948, email 1948, email 1948,

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deta analysis, data management, pattern recognition or programming languages are preferred, but all qualified candidates in all areas of core. Computer Science are encouraged to apply Responsibilities are computed to the programming and commensurate with qualifications and experience. Send cov. and the names and addresses of three referrees to Dr. Peter New Turnswick, P.O. Bax 505, Saint John, N.B. EZI. 415 in accordance with Canadian umingstoon regulations this advertisement is directed in the first instance to Expendent categories. Brunswick is committed to the principle of employment equity.

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VICE-PRESIDENT (ACADEMIC)

The University of New Brunswick invites applications and nominations for the position of Vice-President (Academic).

Founded in 1785, UNB is the largest and most diversified post-secondary institution in the Province, with campuses in both Fredericton and Saint John.

The Vice-President (Academic) is responsible for academic leadership and for administration of the academic affairs of the Fredericton campus, where over 500 faculty members offer a range of undergraduate and graduate programs in faculties of Administration, Arts, Computer Science, Education, Engineering, Forestry, Law, Nursing, Physical Education and Recreation, and Science. In addition, the Vice-President is responsible for the Library, the Department of Extension and Summer Session, and the office of the Registrar.

The appointment will be open from July 1, 1991, for an initial term of five years.

Applications and nominations, including a c.v. and brief statement of qualifications and achievements, should be submitted by February 15, 1991 to:

> R.L. Armstrong, President University of New Brunswick P.O. Box 4400 Fredericton, New Brunswick E3B 5A3

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF **EMPLOYMENT EQUITY**



UNIVERSITY OF NEW BRUNSWICK

Trinity

DEAN OF WOMEN ST. HILDA'S COLLEGE

Trinity College, a federated College with the University of Tronto, is seeking a new Dean of Women (Senior Administrative Officer) to be responsible for the administration of St. Hilda's College and all matters affecting the women students, resident and non-resident. The position involves a commitment of 23rd time and becomes available on July 1, 1991. The Dean will be expected to live in the apartment provided in residence. A graduate degree is preferred.

Applications will be accepted, in confidence, at least until Applications will be accepted, in confidence, at least until February 15, 1991. Candidates are requested to send a detailed letter of application and curriculum vitee to Ms. Jill Willard, Secretary to the Committee, Trinitry College, 6 Hoskin Avenue, Toronto, Onlarlo, MSS 1H8, (FAX number: 1-416-978-2797), and to arrange for three letters of reference to be send directly to the Secretary by the closing date. A detailed job description and salary information are available from the Secretary 11-416-978-2523).

Trinity College is an employment equity employer.

lum vitae (ainsi que trois letties de iétèrences directement) à Iven Rival, Directeur, Departement d'intormatique. Université d'Ollawa, Otlewe, Onlairo, K1N 6N5.

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LAKEHEAD UNIVERSITY. The School of Educellon at Lakehead University invites epplications for two probationary (lenure track) appointments in curriculum end instituction commencing July 1, 1991. Applicants should hold a Doctorate or be near completion, and should have school teaching experience. Expertise in mathematics of science education, educational,



University of Alberta Edmonton

Chair Department of Religious Studies

The Department of Religious Studies invites applications for an appointment with tenure, at the Senior Associate or Full Professor level, commencing July 1, 1991. In addition to assuming some teaching responsibilities, the successful candidate will be expected to serve the Department as Chair for a period of at least 5 years.

Applicants should possess a Ph.D. or its equivalent, and should have an active research program, extensive publications, a good teaching record and previous administrative experience. Of specific interest would be applications from persons qualified to develop and teach a series of courses on women and religion and who, in addition, can offer courses in Christian Studies or History of Religions and theories of the nature of religion, or in East Asian religions.

The 1990-1991 minimum for the full professor rank is \$57,415; the maximum for the Associate rank is \$67,658.

Applications, including a c.v. and three letters of reference, will be accepted until February 1, 1991, and should be sent to:

Dr. Patricia Clements, Dean Faculty of Arts University of Alberta Edmonton, Alberta T6G 2F6

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from women, aboriginal persons, disabled persons, and members of visible minorities

Classified & Display Advertising 1991 Closing Dates Annonces Classées - Grandes Annonces **Dates Limite Pour 1991**

Numéro	Classified Annonces Classées 12 p.m./12 h	Display Grandes Annonces 12 p.m./12 h
March	February 8	February 15
mars	8 février	15 février
April	March 8	March 18
avril	8 mars	18 mars
May	April 10	April 19
mai	10 avril	19 avril
Juna	May 10	May 17
juin	10 mai	17 mai

no cancellations or changes after closing dates aucune annulation ou changement après la date limite Advertising Coordinator/Publicité: Liza R. Duhaime 294 rue Albert St., Suña 308, Ottawa, Ortano, KTP SE6 • (613) 237-6885 FAX 613-232-0494 caut Bulletin acpu

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Education HB-102, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1MB, no later than February 28, 1991 in sccordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Concordia University is committed to the principle of employment curring the composition of the principle of the processing of t

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L'Université de Moncton recherche des

PROFESSEURES ou des PROFESSEURS

pour enseigner les matières suivantes :

Psychologie éducationnelle (poste d'un an seulement)

La professeure ou le professeur prendra une charge d'enseignement en psychologie éducationnelle. Elle ou il donnerades coursen psychopédagogie de l'enfant (trois groupes) et psychopédagogie de l'adolescent (trois groupes). Ces cours s'adressent à de luturs enseignants et enseignantes.

Microbiologie (poste d'un an seulement)

La personne engagée sera responsable de l'enseignement des cours en microbiologie et portant sur l'écologie des micro-organismes. Ellesera amenée à contribuer aussi à l'enseignement d'autres cours du programme de baccafauréat ou du programme de deuxième cycle. Une formation incluant en plus une bonne connaissance de la physiologie végétale serait souhaitable.

Exigences : Pour postuler, les candidats doivent posséder un Ph.D., ou l'équivalent, dans une des disciplines susmentionnées et maîtriser la langue française, tant orale qu'écrite.

Lors de son engagement, la professeure ou le professeur à plein temps se voit attribuer un rang professoral ainsi qu'un traitement annuel et des avantages sociaux selon la convention collective en vigueur, ses qualifications et son expérience.

Ces postes, d'une durée nominale d'un an et débutant le 1" juillet 1991, pourraient éventuellement mener vers des postes réguliers, sauf indication contraire. La date limite de réception des candidatures est fixée au 15 mars 1991, mais le comité de sélection, qui les examinera selon leur ordre d'arrivée, se réserve le droit d'arrêter son choix avant cette

Biologie des populations

La personne recherchée devra être compétente dans l'un des domaines suivants : l'évolution des communautés et des populations ou l'application des modèles biologiques. Elle devra être apte à participer à l'enseignement portant sur la biologie des populations et des communautés ou portant sur l'écologie

évolutive et le comportement. L'enseignement s'effectuera aux premier et deuxième cycles.

Ecophysiologie animale

La personne choisie devra être compétente en écophysiologie

animale et être apte à participer à l'enseignement portant sur la physiologie comparée et sur les interactions entre le comporte-ment animal et les caractéristiques du milieu. L'enseignement

s'effectuera aux premier et deuxième cycles. Cette personne devra aussi être active en recherche.

Les candidates et candidats doivent envoyer une lettre de présentation ainsi que leur curriculum vitæ accompagné d'une lettre de recommandation de trols répondants à l'adresse appropriée.

Pour le poste en psychologie éducationnelle :

M. Aldéo Renaud, directeur, Département de psychologie éducationnelle, Faculté des sciences de l'éducation, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9

Pour les autres postes :

M. Andrew Boghen, directeur, Département de biologie, Faculté des sciences, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9



Ces offres d'emploi s'adressent également aux femmes et aux hommes, et conformément aux exigences relatives à l'immigration au Canada, Ces postes sont offerts aux citoyennes et citoyens canadiens ainsi qu'aux résidentes et nésidents permanents seulement.

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INDO-CANADIAN INSTITUTE

APPLICATIONS FOR EXECUTIVE DIRECTOR

The Shastri Indo-Canadian Institute invites applications for the position of Executive Director, the senior full-time administrative position of the Institute. The Institute plans and co-ordinates academic relationships between Indian and Canadian

The Institute is a consortium of twenty-one universities and the National Library of Canada, and offers a variety of on-going programmes. In addition, workshops and conferences are held from time to time in Canada and in India.

The Executive Director reports to the Board of Directors through the President and the Executive Committee. Responsibilities include providing support for the programmes of the Institute; assisting the Treasurer in preparing the budget, and maintaining appropriate financial records; ensuring the efficient operation of the head office; organizing meetings and conterences; maintaining good relations with member institutions, granting agencies and branches of provincial and federal government; liaising with the Delhi office; and working to extend the membership in all sectors of the country including the private sector. A full position description may be obtained from the President.

Qualifications: A baccalaureate from an accredited university is essential, a higher degree is desirable; experience in administration, personnel management and maintenance of sound financial records; demonstrated ability in communications of all kinds, and in organizing meetings and conferences. Experience with customs and cultures of Canada and India is essential; proficiency in Canada's two official languages is desirable.

Salaries and benefits are commensurate with qualifications and experience.

Applications, including an up to date c.v. should be sent to:

Shastri Indo-Canadian Institute 2500 University Drive N.W. University of Calgary CALGARY, Alberta T2N 1N4 FAX: (403) 289-0100

Deadline February 15, 1991



THE UNIVERSITY OF MANITORA SCHOOL OF NURSING

DIRECTOR MANITOBA NURSING RESEARCH INSTITUTE

DIRECTOR MANITOBA NURSING RESEARCH INSTITUTE
Applications are invited for the position of Director of the
Manitoba Nursing Research Institute, Suitable candidate will
be eligible for a tenure track position at the rank of Assistant
or Associate Professor in the School of Nursing, University of
Manitoba ACTIVITIES include, providing research consultation
to nurses in the province; administrative management of the
Institute; supervision and evaluation of staff; promoting the
Institute; supervision and evaluation of staff; promoting the
Institute; mough public relation activities; maintaining a close
Ilaison with the Manitoba Association of Registered Nurses;
teaching in the Master of Nursing Program in the area of
expertise; maintaining an ongoing program of research and
scholarship; participation in school, university and professional
activities. OUALIFICATIONS: an exned doctoral degree or
substantive progress towards a doctoral degree in nursing or in
a related discipline. Outstanding candidates with masters'
degree in nursing or closely related disciplines may be
considered. Provide evidence of advanced research training
and the development of an ongoing research and publication
program, experience in teaching nursing all a university and
demonstrated ability in establishing collegial relationships.
Bank and salary will be commensurate with qualifications and
experience. Registration with the Manitoba Association of
Registrared Nurses required.

The University of Manitoba encourages applications from

The University of Manitoba encourages applications from qualitied women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent recidente. residents.

Applications should be directed to: DR. J. LARSEN, DIRECTOR, SCHOOL OF NURSING, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2.

Applications will be accepted unfil the position is filled.

Applications from candidates not presently eligible for employment in Caneda are well-comed but consideration of such candidates must be defended until a Canedan dates must be defended until a Canedan to be budgetary attended to the candidates must be applicated to the candidates of the candidates o

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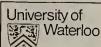
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The University of Waterloo invites epottcations end nominations for the position of

DEAN OF THE FACULTY OF ENVIRONMENTAL STUDIES

Candidates are sought for the position of Dean of the Faculty of Environmental Studies. The mittal liee-year appointment will begin on January 1, 1992, or as soon as possible three after. The Faculty is the largest of lis kind in Canada. There are the three after. The Faculty is the largest of lis kind in Canada. There are the three afters are soon as possible and the soon of the soon of

sucent enrolment is approximately 200. Total UW enrolment is 25,000. The successful candidate will have a proven record of scholership, leaching and administration in order to qualify for a tenured appointment at the full Professor level. Applications and norminations will be treated in confidence and are to be submitted by January 31, 1991; where possible they should be accompanied by a detailed curriculum videa and the names and addresses of three referees in a position to comment on a candidate's academic credentials and administrative expenence, and should be directed to:

Dienne Schelfele Associete University Secretary Needles Hall University of Waterloo Weterloo, Onterlo N2L 3G1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages normations of and applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. In view of UWs committend to increase the number of women in faculty and senior administrative positions, normitations of and applications from women candidates are particularly welcome.

University of Lethbridge Applications and Nominations are invited for the position of

Vice-President Academic

The Vice-President (Academic) is responsible for the coordination and development of all academic programs and for supervision of the research and scholarly work conducted by the institution. The Vice-President (Academic) is responsible for the Faculty of Arts & Science, the Faculty of Education, the Faculty of Management, the School of Fine Arts, and the School of Nursing. Substantial involvement is expected with both the long and short term aspects of academic planning and the implementation of academic policies and programs.

The initial appointment will be for a five-year term, subject to renewal, beginning on or about July 1, 1991 or by suitable arrangement. Candidates should have an established reputation for scholarly achievement, a demonstrated record of academic leadership, a strong commitment to teaching, scholarship and research, and the ability to work and communicate with all levels of a growing and expanding university community.

Applications and nominations should be received by February.15, 1991. Applications should be accompanied by a detailed curriculum vitae. Applications, inquiries and references will be treated in confidence.

The University of Lethbridge offers an attractive salary, benefit and leave policy. Applications or expressions of interest should be directed to: Howard E. Tennant, Ph.D., President and Vice-Chancellor, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada 11K 3M4. Telephone: (403) 329-2201 Fax: (403) 329-2097

In accordance with Canadian Immigration requirements, first preference will be given to Canadian citizens and permanent residents

The University aspires to hire individuals with a demonstrated potential for excellence in teaching, research, and scholarship. Women and men are encouraged to apply for this position.

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NIPISSING UNIVERSITY COLLEGE. Assistant Professor in French. Nipissing University College invites applications to e two-year limited term teaching position, subject to Board approval, in French. Appointment begins July 1, 1991. The

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St. Joseph's College in the University of Alberta

invites applications and nominations for the position of

Academic Dean

St. Joseph's College is a Catholic College founded in 1926 and affiliated with the University of Alberta. It teaches undergraduate courses in philosophy and Christian theology (Roman Catholic) for degree credit within the Faculty of Arts of the University of Alberta. St. Joseph's offers 48 such courses and teaches upwards of 1600 students each year whose degrees are awarded by the University of Alberta. Current Faculty members, full-time and part-time, number twenty-one.

The Dean, reporting to the President, is the senior academic officer of the College and is responsible for overseeing the administration of the academic aspects of its activities, including the academic staff, students and academic programs. The new Dean will have a primary role in long-term academic planning at an exciting period in the College's development and in its relationship with the University of Alberta. The Dean will also be expected to contribute to the College's academic strength by teaching in the areas of Catholic theology and/or philosophy (up to three courses, though perhaps less initially).

The current Dean is retiring July 1, 1991, and we are seeking a replacement as of that date. The are seeking a replacement as of that date. The normal term of appointment is five years renewable. Salary subject to negotiation but based on the candidate's current academic salary (or parity with the U. of A. categories: 1990/91 minimum full professor rank is \$57,415 per annum, maximum for Associate rank is \$67,658 per annum) plus decanal supplement and one

Candidates should have the advanced academic qualifications, administrative and teaching experience, demonstrated commitment to Catholic intellectual tradition and strong leadership abilities appropriate to the position and to the circumstances and mission of St. Joseph's College as a Catholic college.

This advertisement is directed to citizens and permanent residents of Canada.

Applications (with the names of three referees) and nominations, including a brief statement of the qualifications and achievements of the applicant or nominee, should be submitted before February 15, 1991, to:

Dr. Robert Barringer, csb President St. Joseph's College University of Alberta Edmonton, Alberta T6G 215

St. Joseph's College is committed to the principle of equily in employment. The College encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.



CENTRE FOR HIGHER EDUCATION RESEARCH AND DEVELOPMENT

CHERD has an established record in the field of managament treining and development for post secondary administrators from across Cenade. Tought placulty with a renge of disciplinary and applied perspectives, the courses are targeted to those directly concerned with administration and leadership of institutions of higher learning. Four national courses will be offered in 1991. Ol perticular interest is the program for women which was first offered in 1990.

Access to Higher Education Administrative Development (AHEAD)

Access to Higher Education Administrative Development (AHEAD) Kempenfell Conference Centre, Barria, Ontario — June 21 to 30, 1991 A uniqualy Canadien progrem, AHEAD is designed for women faculty and professional staff in post-secondary institutions who may currently hold, or heve hald, an administrative post at the and manegament leaval but who envisage assuming mora senior positions such as deen, ediministrative examines the role and mission of Cenedien institutions of higher education within a changing national end global context, the cultura(s) of universities and their variations in organization and governance, the roles of administrators and the ways in which a leeder cen get things done. Perticipents will consider thair own stranglins, abitities and potential for expanded administrative responsibilities. The use of case studies will provide opportunities for individuals to improve their analytical and decision making skills white developing a greater appreciation of how other women think and view their administrative responsibilities and problems. Registration in limited to 35 participants. Course fee is \$3,500. The Centre also offers:

Sanlor University Administrators Course (SUAC) at the Banff Centre, Banft, Alberta, from April 28 to May 9, 1991. Registration is limited to 4D participants. Course fee is \$3,700.

University Management Course (UMC) at Rodd's Mill River Resort and Contenence Centre, Woodstock, Prince Edward Island, from May 3 to 10, 1991, and et The Bantl Centre, Bantl, Alberta, from June 14 to 21, 1991. Registration is limited to 40 participants in each session. Course fee is \$2,550.

Nominations from institutions and applicatione from individuals will be accapted. As participation in courses is limited, early application is advised. Detailed information and registration materials ere available from:

Centre for Higher Education Research end Development, The University of Manitobe, Winnipeg, Menitoba, Canade, R3T 2N2; Telaphone: (204) 474-8309; Fax: (204) 251-6084; BitNat: CHERD@CCM.UMANITOBA.CA.

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THE ICOD-WMU PROFESSORSHIP IN MARINE AFFAIRS

The World Maritime University (WMU) in Malmo, Sweden, is seeking a Professor in Marine Affairs. The position will be funded by the International Centre for Ocean Development (ICOD).

The position's primary responsibilities will be for the organization, co-ordination, and delivery of the marine affairs and maritime law components within the WMU program. The incumbent will be WMU's recognized expert in "marine affairs" and will ideally be eligible for appointment as a full professor or a senior associate professor in the Canadian system in the fields of environmental or international matitime law. Experience in an applied field of maritime activity would be a distinct asset. The successful applicant will be fluent in the English language and will be a Canadian citizen.

The employment contract will ideally be on a fixed term basis for up to two years, with rhe possibility of a one-year extension. The salary on appointment is US \$57,516 per annum and is Swedish income tax exempt

The position will start between August 1991 and January 1992. An early commencement date within this period is preferred. Applications must be received by March 31, 1991.

Applications should be addressed to:

The Rector World Maritime University P.O. Box 500, 201 24 Malmo







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MANAGEMENT

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UNIVERSITY OF TORONTO, Facuity of Management. Applications are invested in a series of the series of t Management soam der gester between gester ge

MARINE SCIENCE

WAHINE SCIENCE
UNIVERSITY OF OTAGO, DUNEDIN, NEW ZEALAND. Postdoctoral Fettowship in Martine Science. Applications are invited liom suitably qualified candidates for two postdoctoral fellowships in the following fields. Physical Oceanogaphy Experience in any of the following areas would be an advantage:

NIPISSING UNIVERSITY COLLEGE FACULTY OF ARTS AND SCIENCE

Nipissing University College requires qualified university instructors to teach the following courses during Spring and Summer Session 1991, pending Senate approval.

Spring Session 1991 (April 15 — June 27)

(April 15 — June 27)

ECON 1005: Introduction to Economics (6 Cr)

ENGL 1205: An Introduction to Canadian Literature (6 Cr)

ENGL 3135: Victorian Literature (6 Cr)

ENGL 3135: Victorian Literature (6 Cr)

ECOG 2105: Geomorphology (6 Cr)

HIST 2505: France Since the Renaissance (6 Cr)

PSYC 2305: Industrial Psychology (6 Cr)

SOCI 1315: Understanding Sociology (6 Cr)

SOCI 3706: The Contemporary Marriags and Family (3 Cr) and

SOCI 3807: Sociology of Aging (3 Cr)

SWLF 3705: Law and Social Welfare (6 Cr)

Summer Session 1991 (July 2 - August 21)

PSYC 3405: Psychology of Education (6 Cr) SOCI 2046: Minority Groups in Canada (3 Cr) and SOCI 2047: Minority Groups Throughout the World (3 Cr) SOCI 2027: Sociology of Education

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent

The stipend is \$5,325 (under review) plus moving and accommodation allowances. Please send a curriculum vitae and arrange to have three letters of reference sent to Dr. Romen Brozowski, Dean of Arts and Science at:



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MATHEMATICS & COMPUTER SCIENCE

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Date - 01. July 1991 flaroue-tiack, 101. Spelmets 1991 (tem). 7 (Cosing Date, 28 February 1991 (tem). 7 (tem



University of Alberta Edmonton

Three Tenure-Track or **Term Positions** Faculty of Law

The Faculty of Law at the University of Alberta invites applications for three tenure-track or term positions to be filled effective July 1, 1991. The Faculty is seeking, particularly, candidates who would be interested in teaching and research in the areas of Native Studies, Criminal Law, the Law of Private Obligations and International Business Transactions relating to the Pacific Rim.

Requirements:

Salary:

A graduate degree or equivalent experience.

These positions will be at the Assistant Professor level.

Deadline: January 31, 1991

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Apply to:

Dean Timothy J. Christian Room 485, Law Centre University of Alberta Edmonton, Alberta T6G 2H5 Telephone: (403) 492-5590 Fax: (403) 492-4924

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

should send a curriculum vitae, and the names of three references to. Dr. Sergel K. Aalto, Cheir. Department of Mathematics and Computing Sciences, St. Francis Xavier University, Antigonish, Nova Scotla, B2G TCO

MATHEMATICS & STATISTICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, ST. JOHN'S **MATHEMATICS & STATISTICS**

Course # Course Name

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MEDICINE

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MICROBIOLOGY

MICROBIOLOGY

ALHOUSIE UNIVERSITY. Instructor in Microbiology

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MODERN LANGUAGES

MODERN LANGUAGES
UNIVERSITY OF SASKATCHEWAN.
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MOLECULAR BIOLOGY & GENETICS

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MUSIC

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UNIVERSITY OF TORONTO. The
Faculty of Music invites replications to
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Protessor is \$42,900 per annum. The
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Dean, Faculty of Music, University of
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1991 Spring/Summer Instructor Positions

Applications are now being accepted to 1991 Spring/Summer instructor positions in the following erees. A resume and references should be sent to the address

CLAS 209 CLAS 211	Classical Mythology The Technical Terms of Medicine end the Life Sciences	May 13-June 28 May 13-June 28 July 2-Aug. 17	\$2,500.00 \$2,500.00 \$2,500.00
CLAS 215 CLAS 217	Highlights of Greek Civilization Highlights of Roman Civilization	May 13-June 28 July 2-Aug. 17	\$2,500.00
DNCE 572.01 DNCE 572.07	Further Advanced Jazz Dance I Further Advanced Modern Dance Technique	May 13-June 28 May 13-June 28	\$5,000.00
EDPS 593.32	Services for People with Learning Difficulties: Internetional Development & Current Issues	July 2-23	\$2,500.00
HIST 383	The United States, 1865 to Present	July 2-Aug. 17	\$2,500.00
HIST 389	The Origins of North American Immigration, 1600 to Present	July 2-Aug. 17	\$2,500.00
Undergraduale end Graduata Level Courses	Feculty of Management	May 13-June 28 July 2-Aug. 17	\$2,500.00 \$2,500.00
Undergraduate Level Courses	Department of Mathematics end Statistics	May 13-June 28 July 2-Aug. 17	\$2,500.00 \$2,500.00
MUED 605	Kodefy: Folk Music Studies and Choral Materials I	July 22-Aug. 4	\$2,500.00
MUED 611	Kodaly: Folk Music Studies and Choraf Material II	July 22-Aug. 4	\$2,500.00
MUED 671	Selected Topics in School Music Kodaly Pedagogy, Compositional Techniques and Research		\$2,500.00
MUED 627	Scoring for the Symphonic Band and Wind Ensemble: 1950-1970	July 2-19	\$2,500.00
MUED 629	Conducting the Symphonic Band and Wind Ensemble:	July 2-19	\$2,500.00
MUED 631	1950-1970 Literature for the Symphonic Bend and Wind Enemble: 1950-1970	July 2-19	\$2,50000
PHED 269	Acoustics, Optics and Radietion (for students in Engineering)	May 13-June 28	\$2,500.00
PHED 447	Cullent Problems in Physical Education	July 2-23	\$2,50000
Undergraduate Level Courses	Department of Psychology	May 13-June 28 July 2-Aug 17	\$2,500.00 \$2,500.00
SOWK 521.11	International Sociel Work	May 13-June 28 July 2-Aug. 17	\$2,500.00 \$2,500.00
SOCI 201	Introduction to Sociology	July 2-23	\$2,50000
SOCI 501.82 SOCI 501.83	Sociology of Mormon Life Race & Ethnicity: Contextual Delinitions	July 2-23 July 2-23	\$2,500.00 \$2,500.00
SOCI 501.84	Prejudice and Discrimination	July 2-23	\$2,500.00
SOCI 501 85		July 2-23	\$2,50000
SOCI 501.86		July 2-23	\$2,500.00
SOCI 501 87	Psycho-Sociel Implications of Race and Ethnic Relations	July 24-Aug. 17	\$2,500.00
SOCI 501.88		July 24-Aug. 17	\$2,500.00
SOCI 501.89		July 24-Aug. 17	\$2,500.00
SOCI 501.90	Netionalism in New States	July 24-Aug. 17	\$2,50000
SOCI 501.91 SOCI 501.92		July 24-Aug. 17 July 24-Aug. 17	\$2,50000 \$2,50000
Undergreduete Level Courses		May 13-June 3 July 2-23	\$2,500.00 \$2,500.00

Requirements:
Paginerments:
Published entispreferred, 3-5 years' University Level leaching experience in subject area. Published enticles or national journets would be on asset.

In accordance with Canedlan immigration requirements, priority will be given to Canedlan citizens and permanent residents of Caneda.

These ere term positions (3-6 weaks).

For further information on specific course details contact

The Special Sessions Office Faculty of Continuing Education Tha Univarsity of Calgary 2500 University Drive N.W. Calgery, Albarta T2N 1N4



Memorial University of Newfoundland

School of Nursing

Subject to budgetery approval, the School of Nursing invites applications for term and tenure-track teaching positions in the undergraduale program, commencing Fall 1991 semester.

Applicants should have at least a Master's degree with expertise in two clinical areas. The areas of nursing needed are pediatrics, mental health and maternat-fulfild nursing.

In accordance with Cenadian immigration requirements, this advertisement is directed to Canadian cilizens and permanent residents first and to both women and man.

Applications, accompanied by a curriculum vitae end the names of three referees, should be submitted by February 28, 1991 to:

Dr. L.K. Herdy
Professor and Director
School of Nursing
Memorial University of Newfoundland
St. John's, Newfoundland, Canada
A18 396
(709) 373-777 (709) 737-7271

dans Invassignement un rensa università cella Simplement si dei aux pramier oi deutratine di Canada. Cette ennonce s'addiesse aux pramier oi deutratine deliverse di Immigration du Canada, cette ennonce s'addiesse aux exigences i televires di Immigration du Canada, cette ennonce s'addiesse aux marchine deliverse di Immigration du Canada, cette ennonce s'addiesse aux marchinesse de l'addition de un canada de l'addition de l'

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UNIVERSITY OF OTTAWA Department of Music. Applications are invited for a half-line tenure track populori in volin and line tenure track populori in volin assistant professor level. A doctorate in music is desirable, but equavalent professor level. A doctorate in music is desirable, but equavalent professor level. A doctorate in music is desirable, but equavalent professor level. A doctorate in music is desirable, but equavalent professor level. A doctorate in music is desirable, but equavalent professor level. A doctorate in music is desirable, and in the case of the control of the contro

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NATIVE STUDIES

MATIVE STUDIES

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NURSING

OUEEN'S UNIVERSITY. School of Nureling, Tenure Treck Positions. Applications are invited for the following positions: Teacher/Researcher in nursing or adults or elderly, who enjoys undergladuale teaching and has research experience os principal investigator. Clinical

Research Developer – position shared with the Kingston General Hospital (sub-sect to budget approvat). Oualiteations: carned decisiones to adolosial candidate carned decisiones of decisiones of developed research kalffa). Oueen's developed research kalffa). Oueen's developed research kalffa). Oueen's the control of the section of the

requirements, priority will be given to chanadian citizens end permanent chanadian citizens end permanent McMaSTER UNIVERSITY. The School of Murslag, McMaster University, in associa-tion with the Hamilton-Wentworth Regulation (Department of Bublich Health Services, a McMestar University, Feculty of Health Sciences, invites applications of a laculty position, tank open, in Community milled to Integrating service, education and tesearch activities in health promo-ton, health potention and desear prevent that is the promote that the community development of community tesearch and education with a regional public health unit. A master's degree in unit using and health research are testing to the community of munity position in com-munity health as well as doctoral fevel calbelogue of with speculatization in com-munity health as well as doctoral fevel publishes and elipsilely for teglistration in College of Nurses of Ontain are also lighted and epipelish promote the promote publishes and elipsilely for teglistration in me College of Nurses of Ontain are also sequided. As part of the Technical Health Unit team, the noumbent will be responsi-

be to the education and research super-vision of students in community nursing and will conflibute to the interdisciplinary and will conflibute to the interdisciplinary depts. Hearths will be joining an energetic stems of public health nursiae, untilinatels, social workers and an epidemiologist, applications close when position filled, but not belies April 30, 1991. Sand laters write and names of their electrons filled, but vitace and names of their electrons to the applications of the confliction of the plan of Health Sciences (Rursing), Sciences, 1200 Main Steet West, Room 2116, Hamilton, Onlario Leth 325. In accordance with Canadian immigration requirements, priority will be given to Sciences.

NUTRITION

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UNIVERSITY OF SASKATCHEWAN.
Division of Nutrition and Detectica.
Applications are invited to a tenue track
Division of Nutrition and Detectics to July
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ONCOLOGY

ONCOLOGY

SIR MORTIMER B. DAVIS – JEWISH
GENERAL HOSPITAL. Ferry Fox Cancer
Research Group, Applications see invited
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Ph.D. on M.D. degree, have significant
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lum vitae, a bief statement of research goals and the names of three referees to: Richard G. Margolese, M.D., F.R.C.S.(C), Herbert Black Professor of Surgery, Director of Oncology, Jewish General Hospital, 3755 Cote Ste Catherine, Montreal, Ouebec H3T 162.

OPTOMETRY

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PATHOLOGY

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OUEEN'S UNIVERSITY, KINGSTON,
ONTARIO, Applications are invited for two
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Staff Pathologist positions involving leaching, service and research in a unique
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Applications must have their PRCC qualifiGeneral Pathology, oue be eligible for the
RCCP oxaminations in May of 1991.
Eligibility for Richards and Permanent Insidents in Canada. Please send
names of three teleres to: D. Robert

DEAN OF LAW

Nominations and applications are invited for the position of Dean of the Faculty of Law at the Fredericton Campus of the University of New Brunswick, to succeed the incumbent effective July 1, 1991. The appointment is tor a 5-year term and is subject to renewal.

Founded in 1892, the Faculty offers the LL.B. degree and has a distinguished history in legal education. There are over 200 students drawn from across Canada and 18 tulltime faculty members.

time tacuty memoers.

The Dean is responsible to the Vice-President (Academic) for the supervision and administration of academic programs, the Law Library, budgets and all activities of the Faculty. Candidates should have a strong scholarly record and show evidence of a capacity for administration. They should possess the ability to provide effective academic leadership and maintain and develop cooperative and productive relationships within the faculty and with the wider professional legal community. Cultivation of the alumni constituency will take on added significance in the context of development plans for the Faculty's forthcoming centenary (1992). centenary (1992).

UNB, which has recently joined with the Beaverbrook Canadian Foundation to establish the Mary Louise Lynch Chair in Women and Law, is committed to the principle of employment equity. Accordingly, we encourage applications for the Deanship from qualitied women.

Inquiries, nominations and applications should be addressed to:

Dr. R. E. Burridge Vice-President (Acedemic) The University of New Brunswick P.O. Box 4400 Fredericton, New Brunswick, Ceneda **F3R 5A3**

by February 28, 1991. Applications should include a curriculum vitae and the names of three referees.

In accordance with Canadian Immigration in accordance with Canadian Hillinghaten requirements, this advertisement is directed to Canadian citizens and those holding Landed Immigrant status in Canada.

UNIVERSITY OF NEW BRUNSWICK

The Division of Emergency Paediatrics at the Hospital for Sick Children seeks an academic physician to fill a full-time staff position in fuly, 1991, with a joint appointment to the Division of Clinical Pharmacology/Toxicology.

PAEDIATRIC SUBSPECIALIST

Clinical Toxicology And Emergency Medicine

Responsibilities will include: supervision of patient care, bedside and didactic teaching, and clinical and/or bench research. Board Certification in Paediatrics, Board Eligibility for the American Board of Medical Toxicology,

and fellowship training in Clinical Pharmacology/Toxicology and/or Paediatric Emergency Medicine or equivalent clinical and academic credentials are required. Academic appointment at the University of Toronto and salary depend on qualifications. In accordance with Canadian Employment and Immigration policies, preference will be given to citizens and permanent residents of Canada.

Interested applicants should send a CV to: **Dr. David**Jaffe, Director, Division of Emergency Services,
The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, Canada M5G 1X8.



Kisilevsky, Haad, Depariment et Pathology, Ouen's University Kingston, Ontario, Canada, K7L 3NE The Control of Control of

THE UNIVERSITY OF BRITISH COLUMBIA, Research Associate — Pedialities B.C.— Applications are nivide for an appointment as a research associate in pediafric nutrition, University of British Columbia, Vancouver, commencing July 1, 1991. The one year position is funded by the Research Oivision of the

British Columbia Children's Hospital and is renawable for a flusher of months. Candidates must hold a PhD in muthonal state of the control of an quanted individuals. A letter of application, cumculum vide and names of three referees should be directed by February 28, 1991 to Dr. Sheila M Innis, Department of Pediatrics, University of British Cotumbra, The Research Centre, 950 Wast 28th Avenue, Vancouvar, 8 C. V5Z 4H4

PHARMACOLOGY & THERAPEUTICS

THERAPEUTICS
THE UNIVERSITY OF BRITISH
COLUMBIA. Head, Department of
Pharmacology and Therapevites. The
Faculty of Medicine, University of British
Columbia invites applications and nomine-tions to 1 the position of Head of the
Department of Pharmacology and
Thiriapeutics Wa seek an academic
leader to be responsible for directing and

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PHARMACOLOGY & TOXICOLOGY

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ment is directed to Canadian citzens and landed immigrants. Interested candidates should submit a complete curriculum vitae, should submit a complete curriculum vitae, name, address and telephone number of three referees to. Dr. Khem Jhramandas, Piolesson and Head, Department of Pharmacology and Toxicology, Faculty of Medicine. Outeen's University, Kingston, Orlano, Kri. 346.

PHILOSOPHY

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BROCK UNIVERSITY. The Department of Philosophy at Block University myrids applications for a one year limited term appointment at the Assistant Profession appointment at the Assistant Profession and Profession a BRDCK UNIVERSITY. The Department of Philosophy at Block University invites

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PHYSICAL EDUCATION

BROCK UNIVERSITY. The Department of Physical Education Invites applications for a senior appointment, effective July 1, 1991 (appointment subject to budgetary approxy). Outles will findude undargraduate teaching in movement education courses concemed with educational gymnastics, developmental games and related movement areas. Expertise as well in eliminating the senior of the s nastics, developmental games and related movement areas. Expertise as well in one of the following areas would be useful control to Early Chifdhood, Adapted Physical Education, Applicants must have a Ph D of in ear completion and be committed to teaching and research. Salary and Tank experience. Closing dele fol applications is Majch 30, 1991. In accordance with Canadian immigration requirements, the advancement is diseased to Experience Closing dele fol applications, a statement of research for the Committed to the Salary and Canadian immigration requirements, and the salary and the

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Meet the needs of our community, our youth, our future

Vice President, Academic

Very few careers will provide you with the gratification of knowing your contribution to tomorrow's world. As Vice President, Academic, of Red Deer College, your contribution will influence the success of our students and their dreams of the

Strong leadership, management skills and vision arc necessary to assume responsibility for the academic area of our institution and all the credit and non-credit programs, courses and services we offer. Within our certificate, diploma and university transfer programs we have approximately 5,000 full-time equivalent students, well over 200 full-time faculty members and an operating budget of \$30,000,000. Your guidance will enhance the ealibre of our programs, answering the needs of our personnel, the student population, and the community.

Explore the challenges and opportunity we have to olfer. Send your curriculum vitae and three references, in confidence, quoting competition number 8090-4-38, by January 31, 1991, to: Human Resources Office, Red Deer College, Box 5005, Red Deer, Alberta T4N 5115.

The Ontario Institute for Studies in Education MIDWESTERN CENTRE

Applications are invited for a tenure Irack laculty position at the Midwestern Centre, Kitchener, Ontario, at a level to be detarmined by qualifications and experience.

qualifications and experience.

The purpose of the Midwestern Centre is to carry out Institule activities in lied development, dissemination and research within the Midwestern Repin and to bacilitate the delivery of of-campus courses in either Curriculum and/or Educational Administration. The successful candidate will work collaboratively with local school systems to develop on-going field development projects which represent both the interests of the faculty member and the school personnal. It is essential that the candidate be able to establish and maintain a collaborative working relationship with both administrators and teachers in school systems and with other members of the lied centre faculty.

Minimum requirements include an earned declarate preferably in

and with other intensions of the late clause account of the Minimum requirements include an earned doctorate preferably in Curriculum or Educational Administration. An academic background based in and experience in doing research based in the interpretivist paradigm is preferred. The successful candidate will be able to extend the current Midwestern Centre focus on teacher development through on-going collaborative projects.

on-going collaborative projects.

Consequently experience in doing or facilitating action research is highly desirable. In addition, the candidate must have a demonstrate ability to present professional development sessions of high quelity and relevancy to practitionists. Broad experience, preferably as a teacher or principal, in Onlaion and/or Canadian educational systems would be an asset. Other general qualifications include the ability to read and developmental projects; and to develop and conduct disseminator and developmental projects; and to develop and conduct disseminator and

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. We invite qualified applicants who are members of economically disadvantacing groups such as women, members of visible minorities, persons with disabilities, and native people

The position is available July 1, 1991, or possibly earlier. Applications, including an up-to-date curriculum vitae and the names of three or more referees, must be submitted by February 15, 1991 to:

Dr. Angela Hildyerd Assistant Director Field Services end Research
The Onterio Institute for Studies in Education
252 Bloor Street West
Toronto, Onterio M55 1V6 Education, The University of Calgary, 2500 University Drive, N.W., Calgary, Alberta T2N 1N4

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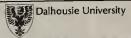
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POLITICAL SCIENCE

THE UNIVERSITY OF TORONTO, ERINDALE CAMPUS, invites applications for a one-year limited-term eppointment at FRIDALE CAMPUS, wwwe applications for a one-year immed term oppointment at the tank of Assident Professor commencing on July 1, 1991, Applicants about ence. Duties will consist of terchine courses in the areas of Canadian Administration and Public Policy Sciany commensurate with qualifications and experience (current froot, \$53,000 and the names of three officers, should be sent to Professor R.O. Matthews Acting Chall, Department of Policotion MS 141, by February 15, 1991, In economic than the commensuration of the control of the commensuration of the commensuration

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KILLAM MEMORIAL CHAIR IN NEUROSCIENCE

A part of a broad initiative in the area of Neuroscience, a pre-eminent scientist is sought to assume a Killam Memorial Chair in 1991 or 1992. The appointment involves research and teaching all the graduel ever only. It is expected that the successful applicant will be appointed with tenue of the level of full professor, either in the Facuity of Medicine or the Facuity of Science. Exceptionally, a more junior appointment may be considered.

In order to maximize the interactions among thirty or so individuals at Cathousie who have overlapping reserved interests in Neuroscience, he goal of this initiative is to develope a larger and more interactive centre of excollence in the field. To comprement the strengths of existing foculty and to catelyise new interactions, we are therefore seeking an investigator with a clear record of scientific leadership, who might also be asked to serve as the field in the control of our new institute for Neuroscience, and with expertise in, but not necessarily limited to, some area of molecular neuroscience. This search is paralleled by an initiative in the Faculty of Medicine to develop an area of expertise in molecular neurobiology.

Applications and nominations should be made no later than 1 March 1991 by submission of a curriculum vilae, a biref description of current research interests and the names of at least three referees to.

Dr. Judith Fingerd Oean, Faculty of Graduate Studies Oathousle University Halitax, NS B3H 4H6

In accordance with Canadian Immigration requirements, this advertisement is directed in tha first instance to Cenadian citizens and landed immigrants. Oathousie University has a policy of effirmative action in hiring qualified women academics

Le Collège universitaire de Saint-Boniface

fait appel de candidatures pour

- PROFESSEUR(E) DE REMPLACEMENT EN MICROBIOLOGIE
- PROFESSEUR(E) DE REMPLACEMENT EN
- PROFESSEUR(E) RÉGULIER(ERE) EN

Exigences : Ph.D. dans la discipline, une maîtrise avec expérience dans l'enseignement/recherche sera considérée.

Cours à enseigner :

HISTOIRE

Microbiologie: Introduction à la microbiologie, ADN recombinant, Génétique moléculaire

Chimie organique, Chimie analytique, Chimie physique Histoire:

Histoire du Canada, des États-Unis, Études choisis en Histoire du Canada

Classification et salaire selon la convention

collective

en fonction : Le 1er septembre 1991

Les personnes intéressées sont priées de soumettre leur curriculum vitae ainsi qu'un dossier complet et de demander à trois répondants d'anvoyer des lettres de recommandation à :

M. André Fréchette, Doyen Facultè des Arts et des Sciences Collège universitaire de Saint-Boniface 200, avenue de la Cathédrale Saint-Boniface (Manitoba) **B2H 0H7**

Date limite pour la réception de l'ensemble des documents: Le 1er tévrier 1991, Contormément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens(nes) canadiens(nes) et aux résidents(88) anents(es). Le Collége universitaire de Saint-Bonitace (CUSB) respecte le principe de l'équité en matière d'emploi.

DEPARTMENT OF MECHANICAL ENGINEERING THERMODYNAMICS, FLUID MECHANICS, MANUFACTURING

Applications are invited for tenure-track positions at the Assistant or Associate Professor rank in the areas of Thermodynamics, Fluid Mechanics and Advanced Manufacturing.

The successful candidates will have a Ph.D. or equivalent research experience and will be expected to contribute to leaching and research activities in the department.

will be expected to contribute to leadming and research adminishment in the department. The department has active research groups in areas of energy systems and design and manufacturing automation. In the energy systems current focus of research is on advanced and transitional energy systems, with an emphasis on hydrogen systems. The latter is explicitly in support of British Columbia's hydrogen initialized. In the Advanced Manufacturing area current research areas include Computer Aided Design and Manufacturing, Robotics, and Computational Mechanics.

The successful candidate(s) for the Thermofluid Position(s) will be expected to have research experience in one or more of the following broad areas: second-law analysis, experimental investigation of energy conversion devices including electrochemical systems such as fuel cells, research in transport phenomena, cryofluids production and handling, computational and experimental Fluid Mechanics.

The successful candidate(s) for the Advanced Manufacturing Position(s) will be expected to share research experience in one or more of the following areas: Design and Manulacturing Automation, Manulacturing Processes, Mechanics and Material aspects in manulacturing and Manulacturing Processes, Mechanics and Material aspects in manulacturing aspects aspects aspect aspects aspects aspects aspect aspects aspect aspects aspec

Interested applicants are encouraged to submit their curricula vitae along with the names and addresses of three referees before January 30, 1991 to Dr. B. Taberrok, Chairman, Department of Mechanical Engineering, University of Victoria, Victoria, B.C. Canada, V6W 2Y2.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian critizens and permanent residents. Women are particularly encouraged to apply.



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position is filled WILFRID LAURIER UNIVERSITY. Department of Psychology. Tenure-stream Position in Abnormal/Clinical Psychology. Applications are invited for tenure-stream appointment at the assistenure-steam opportment at the assis-tant (or possibly associate) professor level, attal (or possibly associate) professor level, attal (or possibly associate) professor level, attal (or possibly associated to leak undergraduate courses in enormal and chilical psychology professor level to the professor level to the professor level to the professor level to the opportunity of the professor level to the profes

UNIVERSITY OF SASKATCHEWAN Invites epplications and nominations for the position of DEAN OF ARTS AND SCIENCE

DEAN OF ARTS AND SCIENCE

Applications and normations are invited for the position of the Dean of the College of Arts and Science with the appointment to be effective July 1, 1991. The college of Arts and Science with the appointment to be effective July 1, 1991. The properties of the properties of

Enrolment in the undergraduate programs for 1989-90 was about 6,300 stu dents. The University has epproximately 17,500 students registered in thir teen calleges.

teen calleges.

The successful candidate will be an internationally recognized scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will provide dynamic leadership within the Faculty. He or she will also be involved in the University's general academic leadership. The Oean will held an academic placetistic manner as a professor. Safany will be commensurate with qualifications and experience.

The deedline date for the receipt of nominations and applications with complete resumes has now been extended to January 31, 1991. Please



Aciling Vice-President (Academic)
Room E216, Administration Building
University of Sesketchewen
SASKATODN, Sesketchewen S7N 0W0

In accordance with Canedian immigration requirements, this advertisement is directed to Canadian citizens end permanent residents.



Dean **Faculty of Arts**

St. Francis Xavier is a liberal arts university with a profoundly Catholic ethos and tradition, embracing within its university community faculty, staff, and students of diverse religious, racial, national, socio-economic backgrounds, it is committed to excellence in teaching and research and to serving development needs of the community locally and internationally. There are 180 faculty members at the university and a staff of 470. Full-time enrolment is 3,000 and there is residence accommodation for 1,400 students.

The Faculty of Arts offers the following degree programs: Bachelor of Arts, Bachelor of Business Administration, Bachelor of Education, Bachelor of Arts in Music, and Diplomas in Adult Education and in Jazz Studies. Honours programs are available in most departments. The Faculty consists of more than 100 teaching members in 16 departments, offering courses to 1,800 students.

The normal term of appointment is six years and is renewable. The date of appointment will be July 1, 1991.

Applications and nominations will be received until February 1, 1991. Applications, accompanied by a curriculum vitee and the names of three referees may be sent in strict confidence to

> Dr. David J. Lawless Chair Search Committee for Dean of Arts St. Francis Xavier University Antigonish, Nova Scotia B2G 1C0



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July 1, 1991.

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The University of Calgary

Université de Montéal, C.P. 6128. Succ.

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The University of Calgary is seeking a Vice-President (Finance & Services) to take office on

The University of Calgary is a dynamic and innovative research and teaching university of growing national and international stature. Academic programs are offered through 16 taculties in a wide range of undergraduate, graduate, and professional fields. The U of C has an enrolment of more than 20,000 students, with 1,800 faculty and 2,300 support staff. The campus includes 30 buildings on a 122-hectare site. The current operating budget is

Reporting to the President, the Vice-President (Finance & Services) is the chief tinancial and business officer of the University. He/she has general responsibility for financial affairs (including budgeting and accounting), human resources (including collective bargaining), physical plant, and ancillary services.

The ideal candidate will have a demonstrated record of senior administrative leadership in relevant areas of responsibility within a university or other complex organizational environment. Financial management expertise, collective bargaining experience, ability to oversee and account for a large physical plant, and superior organizational and planning abilities are all highly desirable. Excellent communications skills and the ability to work effectively within an acceptance posterior production.

Vice-President (Finance & Services)

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ments, this advertisement is directed to Canadan citzens and perimanent resi-dents all Classocians. The Coppertment of Canadan citzens and perimanent resi-dents all Classocians. The Coppertment of Psychology announces is ensue-leak postforn at the Assistant or Associats Postessor level in any specialty area within the bread field of Coppilive Psychology. Selection will begin in the February 1991, and the starting date will be September 1, 1991 Candidates with outstanding qualitications in research and leaching should be the describing their teaching ereas and research plans, and airange to have at least three letters of recommended on sent the describing their teaching ereas and research plans, and airange to have at least three letters of recommended on sent the describing their teaching ereas and research plans, and airange to have at least three letters of recommended on sent feed to the commended on the commended on Committee. Psychology Department of the University 1205 DI. Pentilad Avenue, Montreet Ouebec, Canada H3A Avenue in the commended of the line of the commended of the line of the commended of the properties of the line of the commended of the properties of the commended of commended of the commended of commended commended of commended of commended of commended of commende

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RECREATION & LEISURE

STUDIES
BROCK UNIVERSITY. The Depertment of Recreation and Leisure Studies invites applications for 1 enue track poston at the assistant or associate professor level effective July 1, 1991, subject to bud

getary approval. Applicants should have a Ph.D. in eccretion and feature studies or a costsy islated feet and with the required to closely related feet and with the required to closely feet and the candidate on the Dasis of expenses. The Oppartment will choose the candidate on the Dasis of expenses. The oppartment will choose the candidate on the Dasis of expenses the appeals of the candidate of the properties of the candidate of the candidate

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RELIGION

CONCOROIA UNIVERSITY, Oppartment of Religion, invites applications for a fenure-frack position beginning in July



The University of Manitoba **Faculty of Management**

DEPARTMENT OF BUSINESS ADMINISTRATION

Applications are invited for a tenure-track position in the Department of Business Administration in the areas of Human Resources Management, Organizational Behavior, and/or industrial Relations. Candidates should have completed or be near completion of a Ph.D. and have a strong commitment to research. Salary and rank will be commensurate with qualifications and experience, and are very

The Department of Business Administration has 21 full-time faculty members and participates in the B. Comm. and M.B.A. programs of the Faculty. A Ph.D. program has been approved and is scheduled to being in 1992. The successful candidate will have an opportunity to be part of the development of this and other programs.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorilles, aboriginal people, and persons with disabilities. The University provides a smoketree work environment. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

If you wish further information, please contact: DR. FREDERICK A STARKE, HEAD, DEPARTMENT OF BUSINESS ADMINISTRATION, FACULTY OF MANAGEMENT, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2. Phone (204) 474-8510

Applications will be received until the position is filled.

LA FACULTÉ D'ÉDUCATION DU COLLÈGE UNIVERSITAIRE DE SAINT-BONIFACE **FAIT APPEL DE CANDIDATURES POUR**

DEUX (2) PROFESSEUR(E)S RÉGULIER(E)S QUI SERAIENT APPELÉES À SE PARTAGER :

des cours de pédagogie en humanités et sciences humanines y inclus la pédagogie de la lecture et des arts langagiers à l'élémentaire des cours de pédagogie en mathématiques des cours de littérature entantine, de littérature pour adolescents et de bibliothèque scolaire

acolescents et de bibliothèque scolaire de la supervision de stages Un des deux devra posséder des connaissances particulières relatives à l'enseignement en français langue première; préférablement en milieu minoritaire. Le deuxième devra posséder des connaissances particulières relatives à l'enseignement en immersion française.

Les deux postes sont orientés principalement vers le 1er cycle (formation initiale), mais il n'est pas exclu que les candidat(e)s puissent oeuvrer aussi au niveau du 2e cycle.

UN(E) (1) PROFESSEUR(E) DE REMPLACEMENT (D'UN AN)

en psychologie (orthopédagogie et/ou counselling) au niveau du 2e cycle.

Préférence accordée aux détenteurs(trices) Qualifications:

Préference accordee aux detenteurs(troes) de doctorats. On considèrera aussi (aux deux premiers postes indiqués) les candidat(e)s en voie de compléter leurs doctorats ainsi que les détenteur(trice)s de maitrises avec expérience et qualifications particuliéres

Rémunération : Classification el salaire selon la convention collective.

Entrée en fonction : le 1er septembre 1991

Les candidat(e)s sont prié(e)s de soumettre leur curriculum vitae ainsi qu'un dossier complet et de demander à trois répondants d'envoyer des lettres de recommandation à:

M. Roger Legal, doyen Faculté d'éducation Collège universitaire de Saint-Bonitace 200, avenue de la Cathérale Saint-Bonitace (MB) R2H 0H7

Date limite pour la réception de l'ensemble des documents: le 31 janvier 1991 ou la date où le poste sera pourvu. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canediens et eux résidents permanents. Le Collège universitaire de Saint-Bonitace (CUSB) respecte le principe de l'équité en matière d'emploi.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualitied candidates, including women, aboriginal people, visible minorities, and people with disabilities.

within an academic environment, and with senior people in government and industry, are

This position represents an important leadership opportunity at one of Canada's finest universities. Applications or nominations should be directed, in confidence, not later than January 30, 1991 to:

Murray Fraser, President The University of Calgary 2500 University Drive N.W. Calgary, Alberta T2N 1N4



1991, at the Assistant Picfessor level in Buddhist studies. A Ph.D. is required with taining in all lead one of the following, enthepology, sociology, philosophy of tell-group, competitive religious studies. The and graduate courses in Buddhism and immelhodology, interested candidates should send c.v. and reliseness to the Abrild Copelliment of 18 Ruligion, Concordia Osebec. H3G 1MA. The deadtine for applications is produced to the concordia University is strongly committed to employment apply and encourages applications with Canadian immig sation requirements this advantagement is directed to Ceandam citizens and permanent is elected to Ceandam citizens and permanent ci

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letters of reference should be sent to Professor J. McWilliam, Department of latiets of testing and the professor J. McWilliam, Department of Religious Studies, University of Toronto, 40 Sussex Ave., Totonto, Ontario MSS 1At by January 31, 1991. The University of Toronto encourages both women and men to apply for positions. In accordance with Canadam immigration requirements this advertisement is directed to Cenedian ribrans and certains.

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SOCIAL WORK

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THE UNIVERSITY OF BRITISH
COLUMBIA School of Social Work
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Calumbia is committed to the Federa Government's employment equity program for committed moduling the committed mo

immigration requirements, this advertisement is directed to Canedian citzens end permanent residents. Lakehead University has an employment equity policy end quelified women ere encouraged to apply. Closing dote for applications and supporting material is February 15, 1991.

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NIPISSING UNIVERSITÝ COLLEGE.
Applications sis invited for a two-year probationary tenure I rack, apportment of the probationary tenure I rack, apportment of the prosity teaching expelience are required.
Salary is commensurate with quafifications. Teaching areas: Cirimology!
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P.O. Box 5002, North Bay, Onlards.
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Department of Anthropology and Sociology, The University of British Cotumbie, Vancouver, B.C. V6T 282, to accordance with Canadian immigration

coverments employment equity program and encourages applications from all qualuniversity of ALBERTA, Department of Sociology, Faculty of Atla, Invites applications for a tenuse track, programment applications for a tenuse track position in macro sociology with an emphasis on which is subject to budgellery authorization, is all the base of the Assistant Professor level (currently \$36,910). Candidates must have a Machanistant professor level (currently \$36,910). Candidates must have a make the basis of demonstration of stong research potential and commitment to effective seaching, and interactions with colleagues, routinn vitas, there letters of elerançois an outline of research programme, and sampless of scholarly work, should be sent to Dir RA. Silverman, Chain, Cepartment of Littlewisty of Abberta, (Fac HAL Cleang date for applications is February 15, 1991. The University of Abberta is committed to the University of Abberta, 61d Atla Cleang date for applications from a considered with Canadam ammignation requirements, this adventisement is

MANAGEMENT .

The University of Calgary Faculty of Management is seeking qualified individuols peletably with a PRO or DBA, to Ill teners track positions in Accounting, Finance, Operations ment of Organizations and Human Resources, Management Information Systems, flew Venture Development, Tourism, Policy and Environment and control of the Calgary of Calgary consideration seven and at the Pro-Deval.

The University of Calgery provides a stimulating research and leeching environment. It is located in a dynamic city, one of the country's major financial centres with exceptional recreational opportunities.

The University of Celgary has an Employment Equity Program end encourages applications from all qualified cendidates, including women, aboriginal people, visible inflorities, and people with

Interested individuals are asked to

Associate Dean (Research and Development) Feculty of Management The University of Catgary 2500 University Drive, N.W. Calgery, Alberte T2N 1N4

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SAINT MARY'S UNIVERSITY funds.

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SAINT MARY'S UNIVERSITY invites applications lot a nine month sessioned replacement position in the Operament of Sociology et the Assistant Professor level. The position is effective September 1, the position is effective that should have a demonstrated skell in teach and the september 1, the september 1, and the

tunity employer.
UNIVERSITY OF SASKATCHEWAN.
Department of Sociology, Applications are invited for a tenure-hack position in Sociology at the Assistant Professor rank

The Ontario Institute for Studies in Education MIDNORTHERN/NORTHEASTERN CENTRE

Applications are invited for a tenure track faculty position at the Midnorthern/Northeastern Centre, Sudbury, Ontano, at a level to be determined by qualifications and experience

The Centre works in cottaboration with Centre de recherches an education du Nord de l'Ontario (CRENO) in serving as a resource to all education du Systems in the Midnorthern and Northeastern Regions of Ontario. There is a reasonable expectation that the successful candidate will take up residence in Northeastern Ontario. It is essential that the candidate be able to establish and maintain effective working relationships with administrators, leachers and other relevant agencies and interest groups in the regions by carrying out Institute activities in lated development, dissemination, research and graduate instruction. There will be direct contact with educational organizations at all lavels in the regions as well as close relations with institute personal in Toronto and at other Field Centres. Extensive travel throughout the regions is required

Minimum requirements include an earnad doctorate in an educational field. No specific specialty is required. Demonstrated ability to make a positive contribution to improvement in education practice through a commission of both theoretical and applied scholarship in clearly identifiable areas is essential. Broad experience in Ontario and Canadian education would be an asset.

In accordance with Canadian immigration regulations, this advertisement is directed toward Canadian citizens and permanent residents. We finite qualitied applicants who are members of economically disadvantaged groups such as women, members of visibla minorities, persons with disabilities, and native people.

The position is available July 1, 1991, or possibly earlier. Applications, including an up-to-date curriculum vitae and the names of three or more rafaraes, must be submitted by February 15, 1991 to:

Dr. Angela Hildyerd Assistant Director Fletd Services end Research The Ontario Institute for Studies in Education 252 Gloor Street West Toronto, Ontarto M5S 1V6



University College of Cape Breton

President

University College of Cape Breton is seeking a

The University College of Cape Breton is a dynamic and relatively new institution located close to Sydney on the beautiful island of Cape Breion, Established in 1974, the University College was given the power by the Provincial Legislature to grant its own degrees in June,

It is the principal post-secondary institution in Cape Breton offering a comprehensive range of degree programs in liberal arts and science, diplomas in business and engineering technologies, and trades certification.

1,650 full-time Arts & Science, 725 Technology students are currently enrolled at the University College, as well as an additional 875 students in non-credit programs.

Our technology programs have been converted to the Co-operative Education format and a new Bachelor of Technology degree is now being

The University College of Cape Breton maintains close ties with the Cape Breton community. In addition to its undergraduate programs the University College has a mandate to deliver specialized training programs to industry, to assist existing enterprises improve their com-petitiveness through technology transfer, and to foster the cultural heritage of the island.

The candidate for President should have recognized scholarly attainment, excellent judgment with respect to people and situations in-cluding government relations, a developed understanding of management and strong leadership qualities. It is essential that the candidate have the ability to work effectively with students, faculty, staff and members of the ex-ternal community. The new President will be expected to make an imaginative and vigorous commitment to increase the resources of the University College.

The initial term appointment of up to six (6) years will begin July 1, 1991. Applications should be received on or before January 31, 1991.

in accordance with Canadian Immigration requirement, priority will be given to Canadian cltizens and permanent residents of Canada. The University College of Cape Breton is an equal opportunity employer

Please forward a Curriculum Vitae and names and addresses of three referees, in confidence



Presidential Search Committee University College of Cape Breton P.O. Box 5300 Sydney, Nova Scotia B1P 6L2

The University College of Cape Breton has a Smoke-Free Environment Policy

DIRECTEUR/DIRECTRICE GENÉRAL(E) FÉDÉRATION CANADIENNE DES ÉTUDES HUMAINES

Le Directeur/La Directrice général(e) est l'administrateur principal de la Fédération canadienne des études humaines. A ce titre, il/elle est comptable à un Conseil d'administration étu et est responsable de la mise en oeuvre de l'objectif principal de la Fédération. La promotion de la recherche en études humaines au Canada.

Fondé en 1943, le Conseil canadien de recherches sur les humanités est devenu la Fédéralion canadienne des études humaines en 1978. Organisme à but non lucralif, la Fédéralion regroupe 34 sociétés savantes, 70 institutions d'enseignement supérieur et quelque 10 000 universitaires.

Slège sociel: Ottawa

Attributs nécessaires:

- un diplôme d'éludes supérieures, de préférence un doctoral, dans l'une des disciplines des éludes humaines;
- une expérience d'administrateur chevronné, y inclus des qualités organisationnelles
- une connaissance approfondie du français et de l'anglais; une connaissance approfondie du français et de l'anglais; un degré d'initiative suffisant pour pouvoir proposer el mettre en oeuvre priorités, projels el programmes; une bonne connaissance de la communaulé universitaire, de ses agences

subventionnaires, el des organismes gouvernemenlaux el non gouvernementaux. Saleire et bénéfices merginaux: Le salaire correspondra à l'expérience et aux qualités offertes. Les bénéfices marginaux sonl excellents.

Toute personne intéressée est invitée à soumettre son curriculum vitae, ainsi que les noms de trois répondants, d'icl le 15 février 1991, au:



Président, Comité de sélection Fédéretion canadienne des études humeines 151, rue Sieter, Bureeu 407 Ottewe, Onterio K1P 5H3

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SOCIOLOGY & ANTHROPOLOGY

DALHOUSIE UNIVERSITY. The Deperiment of Sociology and Social Anthropology of Dathouse University invites applications for a limited term, one-

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STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO.
Depertment of Statistics & Actuarial
Science. Applications are being accepted
to the position of Assistant, Associate of

Full Professor in Actuarial Scence, beginning July, 1981 of later. Applicants should be provided the professor in Actuarial Science, 1981, 1981 of later. Applicants should be provided the provided the provided should be provided to the provided should be provided should be provided to the provided should be provided should be provided and the provided should be pr

SAINT MARY'S UNIVERSITY. Cenede/China Languege & Culturel Progrem. Saint May's University rs

EXECUTIVE DIRECTOR CANADIAN FEDERATION FOR THE HUMANITIES

Panticipaction i

The Executive Director is the chief executive officer of the Canadian Federation for the Humanities. He/she is responsible to the Federation's elected Board of Directors for the implementation of its corporate aims and objectives: the promotion of research and scholarship in the humanities in Canada.

Founded in 1943 as the Humanities Research Council of Canada, the Canadian Federation for the Humanities is a non-profit organization composed of 34 learned societies, 70 universities and colleges and some 10,000 academics.

Location: Ottawa

Qualifications

- a graduate degree, preterably but not necessarily a doctorate, in a discipline in the
- demonstrated experience as a manager, including strong organizational, administrative and interpersonal skills; complete fluency in both French and English; a high degree of initiative in proposing and implementing priorities, projects and

Pour tout l'monde.

- programmes; and familiarity with the academic community, its tunding agencies, and both governmental and non-governmental organizations.

Salary and benefits: Salary commensurate with qualifications and experience. Excellent benefits are provided.

Interested candidates should submit their résumé, with the names of three references, by 15 February 1991, to



Chairperson, Selection Committee Canadian Federation for the Humanities 151 Slater Street, Suite 407 Ottawa, Ontario K1P 5H3

Le savoir universitaire, une valeur sûre!

Professeur-e régulier-ère en psychologie du développement

Département de psychologie

Sommaire de la fonction

- · Enseignement au baccalauréat et aux études avancées
- Recherche subventionnée dans le domaine de la spécialisation
- · Services à la communauté

Qualifications requises:

- Ph.D. en psychologie ou dans un domaine connexe
 Expérience postdoctorale souhaitable
 Publications dans des revues avec jury

- Spécialisation dans le domaine du développement socio-affectif, soit è la petite enfance ou à l'adolescence

L'UQAM souscrit à un programme d'accès à l'égalité des temmes en emploi. Contormément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen-ne-s canadien-ne-s et aux résident-e-s permanent-e-s.

Date d'entrée en fonction : le 1er juin 1991

Traitement: selon la convention collective SPUQ-UQAM

Les personnes intéressées sont priées de faire parvenir un curriculum vitae en trançais, daté et signé, avant le 1º février 1931 à : M. F.F. Strayer, directeur, département de psychologie, Université du Québec à Montréal, C.P. 8883, succursale A, Montréal (Québec) H3C 3P8.



Université du Québec à Montréal

accepting applications for teaching vacancies in its Language Centre at Baying Mormal University, Beijing, People's Republic of China. The Centre provides republic of China. The Centre provides resignate of China. The Centre provides resignation of China. The Centre provides resignation of China. The Centre of Cent

URBAN & ENVIRONMENTAL STUDIES

URBAN & ENVIRONMENTAL
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BROCK UNIVERSITY, Institute of Urban
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VETERINARY MEDICINE

VETERINARY MEDICINE
UNIVERSITY OF QUELPH. OSC
POSITION — The loganizing of the Position of Population Medicine, Onterio Veteriary College, is accepting applications from persons wishing to pure control of the position of Population Medicine, Onterio Veteriary College, is accepting applications from persons wishing to pure control of Veteriary Science (10VS) degree in Theriogenology, Candidetes must have a DVM or equivalent degree, a cumulative of Veteriary Medicine in Omario and have completed either a minimum of one year in clinical practice or an approximation of the production o

achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified abortignal Cenadians, persons with disabilities, mem-bers of visible minorities and women. Subject to final budgetary approval.

VISUAL ARTS

SISHOP'S UNIVERSITY. Artist-InResidence, Specilization: Visual Arts.
The Creative Arts Board of Bishop's
University amountees the institution of an
Artist Canada and Artist Cana

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COLUMBIA effers subbatcal fellowships as an integral part of the development of the Centre for Research in Women's Studies denter to Presearch in Women's Studies these wereas and planning a subbatcal are necouraged to epily to spend their leave in adhiation with the Centre. The goal of ideas end collaboration amongst scholars, and their required in the Centre of the

ACCOMMODATION

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University of Saskatchewan Saskaloon, Sask.

- Keynote Speaker: Mary Ashworth Plenary Speakers: Diane Larsen-Freeman and Gill Sourendge
- Concurrent sessions on topics such as: second language teaching, advocacy and action for change, accreditation & professionalization multicultural & native education, social issues
- Tour of National Historic site: Batoche Publishers' Displays

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FACULTY POSITION

DEPARTMENT OF SURVEYING ENGINEERING

Subject to budgetary approval, applications are invited for a tenure-track faculty position in the Department of Surveying Engineering, University of New Brunswick, Fredericton campus. The position will be at the Assistant or Associate Professor level. Applicants should have a demonstrated interest in undergraduate and graduate teaching and research in the professional practice area of surveying engineering (cadastral studies, survey law, project management and land information management.) An earned PhD is required. Applicants should also have had considerable experience in industry and must be eligible for registration as a Professional Engineer. A land surveyor's commission would be highly desirable.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. As well, the University of New Brunswick is committed to the principle of employment equity. A resume and the names of three

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Les domaines d'activité de recherche du dápartement sont la combinatoire énumérative, la géomètrie différentielle et la topologie, les groupes et algèbres de Lie et la logique.

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Faites parvenir avant le 15 février 1991 un curriculum vitae, des tirés à part de publications récentes ainsi que trois lettres de recommandation (directement des signataires) à ne recommandation (directement des signataites) a M. Philippe Gabrini, directaur, départament de mathéma-tiques et d'informatique, Université du Québoc à Montréal, C.P. 8888, succursals A. Montréal (Québac) H3C 3P8. Tél. : (514) 987-3239, télàcopieur : (514) 987-8477

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